

2018-2021 AGREEMENT

BETWEEN

LOCAL UNION NO. 86787

Of the



The Industrial Division of the Communication Workers of America
Affiliated with the
AFL-CIO, CLC

AND

ROCKWELL COLLINS, INCORPORATED

Collin County, Texas

Effective May 12, 2018

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AGREEMENT

THIS AGREEMENT entered into this twelfth day of May 2018, between Rockwell Collins, Incorporated, a corporation organized under the laws of the State of Delaware, its successors and assigns, or firms who may later be acquired by it subject to the contractual rights of employees already represented, hereafter designated as the "Company" and the IUE the Industrial Division of the Communications Workers of America, AFL-CIO, CLC, and its Local No. 86787, hereinafter designated as the "Union," for and in behalf of the employees now employed and hereafter employed during the term of this Agreement by the Company at its electronic plants located in Collin County, Texas, within the unit of representation as hereinafter described, and designated collectively herein as the "employees" and singularly as "employee".

The Company agrees to notify the Union of any proposed sale, conveyance, assignment, transfer, consolidation or merger of the Company's operations covered by this Agreement and to provide information about the sale conveyance, assignment, transfer, consolidation or merger, as required by the Company's bargaining obligations under the National Labor Relations Act. Such notification will be at the earliest possible time, consistent with sound business judgment of the Company.

This Agreement shall be binding upon the Company and the Union and all employees within the bargaining unit represented by the Union as hereafter defined. The parties hereto agree as follows:

ARTICLE I MUTUAL COOPERATION

The Company and the Union shall cooperate with each other to promote the welfare of the industry and the efficiency of the factory operations of the Company. This Agreement shall be binding upon the Company and the Union and upon all employees within the bargaining unit represented by the Union as hereinafter defined.

ARTICLE II UNIT OF REPRESENTATION - RECOGNITION

The Company hereby recognizes the Union as the sole and exclusive bargaining agency for all employees within the unit of representation defined as follows:

All production and maintenance employees in the Employer's Collin County, Texas, electronic equipment plants, including line stockers, tool crib attendants, testers, model shop employees, custodial employees, production clerks and chasers, production test equipment construction and maintenance employees, but excluding office clerical employees, guards, laboratory employees, engineers, drafters, and supervisors as defined in the National Labor Relations Act as amended.

ARTICLE III MANAGEMENT RIGHTS

The management of the Company's property and operations, and the direction of the working forces, including the right to employ, promote, discipline, and to discharge employees for proper cause is reserved to the Company, subject, however, to such limitations as are contained in this Agreement.

ARTICLE IV NO STRIKES OR SLOWDOWNS – NO LOCKOUTS

During the term of this Agreement there shall be no strike, slowdown, picketing or other stoppage of work by the Union or by any of the employees covered by this Agreement unless the Company refuses to arbitrate a grievance as defined herein or refuses to comply with a final determination of an Arbitrator's award as provided for in Article XI of this Agreement. So long as the Union and the employees shall comply with the provisions hereof the Company agrees that there shall be no lockout on the part of the Company.

ARTICLE V CHECK-OFF

Section 1. The Company shall deduct Union dues and initiation fees from the wages of such members who voluntarily sign deduction authorization cards in the form shown in the Appendix "A" of this Agreement, and according to the terms as set forth in the deduction authorization.

Section 2. The Local Union agrees to furnish deduction authorization cards to the Company monthly, along with written notice of the amount to be deducted for initiation fees and dues for each new member, by the first Friday of each month.

Section 3. The Company shall deduct the initiation fees from the second paycheck of each calendar month and shall deduct membership dues on a weekly basis. As soon as possible but within seven (7) calendar days such moneys, together with the names of the employees for whom deductions are made, shall be forwarded to the Local Union Financial Secretary-Treasurer.

Section 4. Deductions not made for any reason at the regular deduction period will be deducted from the first paycheck an employee next receives, and a supplemental list of such deductions will be submitted to the Union monthly. The parties agree that taxes, social security, insurance premiums, and other deductions required by law shall be made before Union dues are deducted.

Section 5. The Company shall deduct COPE Dues from the wages of such members who voluntarily sign deduction authorization cards. The Company shall deduct the COPE Check-off dues on a monthly basis. As soon as possible but within seven (7) calendar days such moneys, together with the names of the employees for whom deductions are made, shall be forwarded to the Local Union Financial Secretary-Treasurer.

Section 6. The Union shall indemnify and save the Company harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this Article or in reliance on any list, notice, assignment, or authorization furnished under any of such provisions.

ARTICLE VI NON-DISCRIMINATION OR COERCION

Section 1. The provisions of this contract shall be applied to all employees without discrimination on account of sex, age, marital status, race, color, creed, national origin, or because the employee is handicapped, a disabled veteran, or a veteran of the Vietnam Era.

Section 2. All reference to employees in this Agreement designates both sexes, and wherever the male gender is used it shall be construed to include male and female employees.

Section 3. The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership of the Union.

Section 4. The Company agrees not to interfere with the rights of its employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Company or any of its agents against any employee because of Union membership or because of their acting as an officer or in any other bonafide activity on behalf of the Union.

Section 5. If any grievance arises (as to whether there has been any violation of these pledges) the grievance shall be referred to the Grievance Committee and Management and determined in accordance with the provisions of the third step of the grievance procedure and arbitration.

ARTICLE VII INDIVIDUAL AGREEMENTS

No individual contract or agreement shall be made by the Company with any employee or part of the employees covered by this Agreement, but the Company may require each employee to execute such agreements respecting secrecy, patent protection, or Governmental security as are customarily and uniformly used by the Company, or as may be required by the United States Government.

ARTICLE VIII RIGHT OF VISITATION

The International Representative of the Union shall be received by the Company at its office, on reasonable notification to the Company, and may be permitted to go into the factory (to be accompanied by a factory representative, if not an employee of the Company) for the purposes of investigating grievances or for any other purpose that will provide for more harmonious relations between the Company and the Union, subject to such limitations and restrictions as may be imposed by the Company.

ARTICLE IX STEWARDS AND COMMITTEES

Section 1. Stewards. The Company shall recognize stewards, chief stewards, and committees specified herein as representatives of the employees for the purposes specified hereafter.

Section 2. Stewards. The Company agrees to recognize one (1) steward for each twenty (20) employees, or any portion thereof. The persons last certified as stewards by written notice from the Union shall be recognized as such by the Company.

Section 3. Chief Stewards. The Company agrees to recognize a chief steward for each regularly scheduled shift. In the absence of a steward, the chief steward may serve as the Steward. The persons last certified as chief stewards by written notice from the Union shall be recognized as such by the Company.

Section 4. Union Grievance Committee. The Company shall recognize a Union Grievance Committee not to exceed six (6) in numbers, including the chief stewards, the members of which shall be selected by the local Union. The persons last certified as members of the Union Grievance Committee by written notice from the Union shall be recognized as such by the Company. The Union Grievance Committee shall act as the Union representative in third step grievance meetings. Working time lost by members of the Grievance Committee or any employee at any regular or special meeting with Management or a representative of the Company, shall be paid by the Company at their regular rate of pay save as may otherwise be mutually agreed.

Section 5. Reporting In and Out.

(a) The privilege of stewards to leave their work during working hours without loss of pay is extended with the understanding that the time will be devoted to the proper handling of grievances and will not be abused, and such Union representatives will continue to work at their assigned jobs except when permitted to leave their work to handle grievances as provided herein.

(b) All stewards and grievance committee members are to report in and out to the supervisor of the sections involved when on grievances.

Section 6. Steward Training. The Company will pay up to 24 hours of lost wages for Steward training per year per Steward. Training may be held at an offsite location; in such case the Union will pay transportation cost. The Union shall provide a list of stewards that are to be excused for training with time, date and the location of the training.

ARTICLE X GRIEVANCE PROCEDURE

Section 1. It is mutually understood and agreed that the prompt adjustment of grievances is desirable in the interest of sound relations between the employees and the Company. A grievance is defined as a claim or complaint by an employee, group of employees or by the Union of an improper interpretation or application of the provisions of this Agreement. Any grievance as defined above arising under the terms or application of this Agreement may be filed by an employee or group of employees, a steward or the Union. An honest effort shall be made to settle such grievances promptly through the following procedures:

(a) Step 1. Between the aggrieved employee, the steward, unless the employee objects, and the

supervisor verbally. If the matter is not settled satisfactorily in this manner within one (1) working day, the steward and the aggrieved employee shall reduce same to writing within one (1) working day, and the supervisor shall have one (1) working day to render a decision in writing.

(b) Step 2. If a satisfactory settlement is not reached in Step 1, the chief steward will be allowed to investigate the grievance and will, with or without the aggrieved employee and as soon as possible but within three (3) working days, present the grievance to the Department Manager, or such person as he may designate. Grievances submitted at this step must be submitted in writing and shall set forth insofar as is practicable the nature of the grievance, the date of the occurrence and the action complained of, the employee or employees involved, the contract provision or provisions alleged to have been violated and the remedial action sought. The Department Manager or his designee will render a decision in writing within three (3) working days.

(c) Step 3. If a grievance is not settled satisfactorily in the second step, it may be submitted to a meeting between the Company Labor Relations Committee and the Union Grievance Committee at the next regular meeting upon three (3) working days' notice. The Union Grievance Committee shall consist of those members as specified per Article IX, Section 4, and an International Representative may also be present at such meetings. This meeting shall be held regularly on the fourth Thursday of each month at 1:30 P.M. unless there are no grievances pending or unless otherwise mutually agreed. Special meetings may be arranged when necessary to dispose of matters of extreme urgency. Answers to grievances heard at this step shall be given in writing by Management in no event later than three (3) working days following such meetings unless the time limit is extended by mutual agreement.

Section 2. Time Limits.

(a) Notice of appeal to arbitration of any grievance must be given within ten (10) working days following the submission of the written answer at Step 3, unless the time is extended by mutual agreement.

(b) Time limits specified in working days shall mean regularly scheduled work days exclusive of Saturdays, Sundays and holidays.

(c) Any grievance not taken up with the supervisor at the first step of the Grievance Procedure within three (3) working days after the basis thereof is known to the employee shall be deemed to be waived.

(d) Whenever under this Agreement in Articles VI, XII, XIX, XXI and XXVI provision is made for the introduction of a grievance at a step subsequent to Step One, then in order to be considered, such grievance must be presented in writing at the appropriate step provided for within three (3) working days after the basis thereof is known to either the Union or to the employee involved (except as otherwise specifically provided); otherwise, it shall be deemed to be waived. The matter, when so filed, will then be handled as any other grievance and be subject to all the provisions of Article X and Article XI on grievances and arbitration, except Steps 1 and 2, as the case may be.

ARTICLE XI ARBITRATION

Section 1. Arbitration under this Agreement shall be limited to the interpretation or application of the provisions of this Agreement and to grievances that have been properly and timely processed through the grievance procedure, but shall exclude any alleged understanding, practice or other matter outside the terms of this Agreement.

Section 2. Within ten (10) calendar days after receipt of the appeal for arbitration, representatives of the Company and the Union shall meet to select an impartial arbitrator and set a hearing date. If no agreement is reached on an arbitrator, either party within five (5) working days may submit the dispute to the Federal Mediation & Conciliation Services (FMCS) which will furnish a list of seven (7) arbitrators. If the Company or the Union rejects the first list of arbitrators, another and final list of seven (7) arbitrators will be forwarded to the parties and from which the parties hereto may select an impartial arbitrator under the voluntary labor arbitration rules of subject association excepting that both parties agree to dispense with the services of the tribunal clerk.

Section 3. A hearing shall be held as soon as possible and within thirty (30) calendar days from the date of selection of the impartial arbitrator and the arbitrator shall render a decision within thirty (30)

calendar days from the date of the first hearing date unless both the Company and the Union agree to extend the above time limits.

Section 4. The decision of the impartial arbitrator shall be final and binding upon the Company, the Union, and the employees, provided that the arbitrator shall not have jurisdiction to make an award which amends, alters, enlarges or ignores the provisions of this Agreement, nor shall he have jurisdiction to determine that the parties by practice or implication have amended or supplemented this Agreement.

Section 5. Both parties shall equally share the expense of the impartial arbitrator and incidental expense mutually agreed upon in advance.

The Local Union President, Vice President and the Chief Steward and such witnesses as may be mutually agreed upon by both the Company and the Union shall be paid straight-time earnings by the Company for time lost from work while attending arbitration hearings, provided such person is an employee of the Company. For work planning purposes, the names of the witnesses requested by the Union will be provided to management no later than 72 hours prior to the scheduled starting time of the arbitration. At the Union's request, the Company will also provide a list of the witnesses for the company 72 hours prior to the scheduled starting time of the arbitration.

ARTICLE XII DISCHARGE AND DISCIPLINARY ACTION

Section 1. Right of Discharge and Discipline. The Company shall in writing within three (3) working days after discharge or disciplinary layoff state their reason for such action. Layoff pending investigation will not exceed two (2) working days and will not affect the wages of employees who are reinstated without disciplinary penalty. It is understood the time can be extended by mutual agreement in the event essential witnesses or evidence is not available within two (2) working days. Employees will receive written notice of reason for the investigative layoff at the time of investigative layoff.

Section 2. Procedure for Protest of Discharge or Disciplinary Layoff. The Chief Steward or designee shall be notified and allowed to be present at the time of any discharge or disciplinary layoff. Any regular employee who is discharged or disciplined by layoff may, within three (3) working days file a written protest and request a hearing with the designate of the Company and the Union with the right to Step Three of the Grievance Procedure and arbitration.

Section 3. Reinstatement. If it is determined through the Grievance Procedure or arbitration that the discharge or disciplinary action is unjustified, the aggrieved employee shall be reinstated with or without back pay (whatever the case may be) and without loss of seniority or status.

ARTICLE XIII SAFETY, HEALTH AND SANITARY CONDITIONS

Section 1. The Company shall make reasonable provisions for the safety and health of its employees at its plants during the hours of their employment and in accordance with Federal, State and local laws.

Section 2. To promote safety, health, and sanitation in working conditions and practices, the Union and the Company agree that the Union may designate two (2) day shift representatives and one (1) night shift representative on the plant safety steering committee; such representatives shall be selected so that no more than one (1) representative shall be selected from any one (1) department. This committee shall serve in an advisory capacity to the plant safety engineer or other designated plant management representative. The Company will designate a management safety representative for each shift.

Section 3. The safety committee shall meet at least once a month at an agreed upon time and date. Working time lost by members of the safety committee in the performance of the work of this committee shall be compensated for by the Company. Written minutes will be kept of regular safety committee meetings and copies thereof will be provided to the Union.

Section 4. Any unsafe condition should be reported to the section supervisor and safety representative immediately. It is required of safety representative to notify the safety committee. If any employee refuses to work, based on the claim that a job is unsafe, the supervisor will request immediate

determination by the management safety representative or the plant safety engineer, and no employee shall be disciplined for refusal to work on any job determined to be unsafe by the management safety representative or the plant safety engineer. After review by the Safety Committee, if any grievance arises concerning an alleged violation of safety regulations, the grievance shall be addressed at the third step of the grievance procedure.

ARTICLE XIV BULLETIN BOARDS

The Union shall be privileged to post bulletins having to do with the Union's official business on the bulletin boards provided by the Company in the plant. Notices, other than notices of meetings and notices of social affairs of the Union, shall be subject to the approval of the Company.

ARTICLE XV HOURS

Section 1. Work Week. The normal work week shall consist of forty (40) hours per week, eight (8) hours per day, and five (5) days per week from Monday through Friday.

Section 2. Shifts.

(a) Day Shift-Employees on the regular day shift shall work from 7:30 A.M. to 4:00 P.M., Monday through Friday inclusive, except as hours are changed by mutual consent. A lunch period of thirty (30) minutes shall be deducted and employees on this shift shall receive pay on the basis of eight (8) hours of work.

(b) Night Shift-Employees on the regular night shift shall work from 4:00 P.M. to 12:30 A.M., Monday through Friday inclusive, except as hours are changed by mutual consent. A lunch period of thirty (30) minutes shall be deducted and employees on this shift shall receive pay on the basis of eight (8) hours of work.

(c) Morning Shift-Employees on the regular morning shift shall work from 12:30 A.M. to 7:30 A.M., Monday through Friday inclusive, except as hours are changed by mutual consent. A lunch period of thirty (30) minutes shall be deducted and employees on this shift shall receive pay on the basis of eight (8) hours of work. On this shift, the rest period provisions of Article XV, Section 3, are modified to provide only one (1) rest period, and the shift differential provision of Article XIX, Section 4 does not apply.

(d) The Company may stagger the above regular shifts plus or minus thirty (30) minutes. The Company may stagger the above regular shifts plus or minus sixty (60) minutes by mutual agreement.

(e) The Company may stagger normal day shift hours up to three (3) hours after the beginning of the normal shift for a maximum of five (5) people for the Shipping Department as it exists today. These jobs shall be posted for plant wide bidding. This understanding shall not affect any other department.

(f) Employees and their supervisors may, by mutual agreement, change shift start and stop times and lunch start and stop times to accommodate employees' personal needs. Up to eight (8) hours of lost time may be made up at straight time rate during the same regularly scheduled work week.

(g) The Test Department may stagger shifts up to two (2) hours by mutual agreement to accommodate cases of exceptional business needs. The duration of such accommodation shall not exceed (3) weeks except by mutual consent. Work assignments in such cases shall first be offered on a voluntary basis to the person(s) normally doing the work, then to volunteers from the same shift in the same classification. Assignments not filled voluntarily may be assigned by low seniority from the same shift. This understanding shall not apply to any other department.

Section 3. Rest Periods.

(a) Each employee shall receive two (2) rest periods of ten (10) minutes each during the regularly scheduled work day for which there will be no deduction of time. The first rest period shall occur during the period prior to the lunch period and the second rest period shall occur during the period following the lunch period.

(b) Each employee who works a total of two (2) or more hours of overtime will receive an additional rest period of ten (10) minutes for which there shall be no deduction in time and thereafter shall receive additional rest and/or lunch periods in accordance with the schedule for the employees regularly working those shift hours.

Section 4. Work Day to be Continuous. The scheduled working day shall be continuous and employees shall not be compelled to lay off work for any period of time during the day to resume work thereafter during the same day except in cases of lunch or rest periods. Nor shall an employee be permitted to lay off work for a portion of the work day and thereafter resume work unless such absence is excused for good cause.

Section 5. Report Time. Whenever an employee reports for work without previous notification to the contrary by the Company and is not permitted to commence work, he/she shall receive a minimum of four (4) hours pay. Employees called in and reporting to work on Saturday shall receive time and one-half (1-1/2) for all time worked, but not less than four (4) hours straight time pay. Employees called in and reporting to work on Sunday shall receive double time for all time worked but not less than four (4) hours straight time pay. An employee called in and reporting to work on Saturday or Sunday who leaves without permission shall be paid only for the time actually worked (except as provided below).

Section 6. Emergency Call-In Pay. Employees who are called in for emergency work after they have left the plant for the day or who are called in prior to the starting time of their regular shift or during their scheduled days off, shall receive time and one-half (1-1/2) for all time worked, but not less than four (4) hours straight time pay. In the event an employee is called in on Sunday, he/she shall receive double time for all time worked but not less than four (4) hours straight time pay. When a person is called in for emergency work, he/she shall not be required to stay at the plant past the time it takes to complete the emergency work.

Section 7. Emergency Plant Closing. In the event it becomes necessary to announce an emergency plant closing caused by severe weather or conditions beyond the Company's control, notification to employees will be given by the Company's notification system at least two (2) hours prior to the employees' starting time. Employees may call ENS HOTLINE 1-888-818-1844 for updates. Company guards and telephone operators will also be notified so they may inform employees who call or come in. When notification is given by this method it shall be deemed sufficient and no employee shall be entitled to report-in pay.

ARTICLE XVI OVERTIME WORK

Section 1. Overtime.

(a) The Company agrees to pay one and one-half (1-1/2) times the employees' regular straight time rate of pay for all work performed:

(a)(1) In excess of eight (8) hours in any one work day.

(a)(2) In excess of forty (40) hours in any one work week.

(a)(3) On Saturday excepting portions of regular shifts starting the previous day but carrying over past midnight.

(a)(4) Before and after the employee's regularly scheduled work day.

(a)(5) Section 1(a)(4) does not apply on the day that an employee elects to use Article XV Section 2 (f). In the event the time is made up on one (1) other day or two (2) days in the same work week, Section 1(a)(1) will not apply on the make-up day.

(a)(6) Vacation, funeral leave, jury duty and Union Business shall be considered as time worked.

(b) The Company agrees to pay twice the employee's regular straight time rate of pay for all work performed on Sundays except for:

(b)(1) Portions of regular shifts starting the previous day but carrying over past midnight,

(b)(2) Employees who accept Saturday and fail to report or notify the Company prior to the start of this shift.

(c) An employee shall not be prevented from completing his/her regular schedule in any work week by reason of his/her having worked overtime on any day in such week.

(d) All charged overtime hours will be recorded equivalent to the straight time hours paid or offered.

Section 2. Distribution of Overtime Opportunity.

(a) Overtime shall be as equitably distributed as is practicable per contract year among those employees by classification, shift and sections regularly performing the work, employees with higher seniority status being given preference in the first instance and receiving additional assignments of overtime when overtime previously assigned is substantially equal. The Company will not reassign employees for the purpose of avoiding equitable distribution of overtime. Weekly overtime reports shall be posted in each section for review by employees. Employee attendance/absenteeism reports will be provided to the Union each week.

(b) Employees required to work in-week overtime will be given notice of same at least twelve (12) hours in advance. In the event an employee is offered overtime work but does not wish to work, the overtime shall be offered to the next most senior low overtime employee, but the employee refusing such overtime shall be considered as having worked such overtime for the purpose of distributing overtime opportunity. Employees on verified funeral leave, jury duty, vacation, union business, and military duty shall not be charged for overtime not worked.

(c) While employees who have been reclassified are being retained in their old job, they will be retained on the distribution of overtime list for their old job classification and shall continue to share in the overtime, as though they had not been reclassified, until such time as they are actually transferred physically to their new job.

(d) When such employees are physically transferred from their old job to their new job, they shall be removed from the over-time list of the old job and will be added to the overtime list of the new job and shall, beginning at that time, share in the over-time on the new job.

(e)(1) Employees "on loan" may be offered overtime in the section to which they are loaned only if all eligible employees of the section to which they are "loaned" are offered overtime.

(e)(2) Employees on temporary transfer may be offered overtime on the work to which they are transferred only if all eligible employees in the classification are offered the overtime.

(f)(1) Overtime worked by employees "on loan" from their "home" section to another section will be recorded in their home sections.

(f)(2) Overtime worked by employees on temporary transfer (working out of their regular job classification) will be recorded on their regular job classification overtime list.

(g)(1) Employees "on loan" may be returned to their "home" section to share in any overtime worked in that section provided they are not offered overtime in the section to which they are assigned.

(g)(2) Employees on temporary transfer may be returned to their regular job to share in any overtime worked in that job provided they are not offered overtime in the job to which they are temporarily assigned.

(h) All overtime records will be reduced to zero (0) on May 1st of each year.

(i) It is understood that when the work only requires two (2) hours or less to perform, the Company may assign the work to an employee, in the same job classification, who is working.

Section 3. No duplication of Overtime or Holiday Pay. Overtime shall not be paid more than once for any hour worked and there shall be no pyramiding of overtime and holiday pay.

Section 4. Notice. Employees required to work overtime shall be notified twelve (12) hours in advance for weekday assignments and twenty-four (24) hours in advance for weekend assignments. Employees refusing overtime, (offered in accordance with Article XVII - 2a) provided notice requirements are met, shall be considered as having worked such overtime for the purpose of distributing overtime. An employee accepting overtime and failing to report shall be considered absent for purposes of checking absenteeism, and charged the equivalent straight time hours paid or offered.

**ARTICLE XVII
HOLIDAYS**

Section 1. Recognized Holidays. Represented employees will follow the company holiday schedule.

| Holiday | 2018 | 2019 | 2020 | 2021 |
|------------------|-------------|-------------|-------------|-------------|
| New Year's Day | | 1-Jan | 1-Jan | 1-Jan |
| Spring Holiday | | 19-Apr | 10-Apr | 2-Apr |
| Memorial Day | 28-May | 27-May | 25-May | |
| | 29-May | | | |
| Independence Day | 4-Jul | 4-Jul | 3-Jul | |
| | | | | |
| Labor Day | 3-Sep | 2-Sep | 7-Sep | |
| Thanksgiving | 22-Nov | 28-Nov | 26-Nov | |
| | 23-Nov | 29-Nov | 27-Nov | |
| Winter Shutdown | 24-Dec | 24-Dec | 24-Dec | |
| | 25-Dec | 25-Dec | 25-Dec | |
| | 26-Dec | 26-Dec | 28-Dec | |
| | 27-Dec | 27-Dec | 29-Dec | |
| | 28-Dec | 30-Dec | 30-Dec | |
| | 31-Dec | 31-Dec | 31-Dec | |
| Total | 14 | 13 | 13 | 2 |

Section 2. Holiday Pay for Time Worked. Double time shall be paid for all work performed on any of the recognized holidays. An employee shall also receive, in addition to earned pay, holiday pay.

Section 3. Holiday Pay for Time Not Worked. Eight (8) hours of straight time at the employee's regular rate will be paid for any unworked recognized holiday hereunder provided that no employee who has not worked at least four (4) hours (3 1/4 hours on the morning shift) on each of the regular scheduled work days immediately preceding and next succeeding such holiday shall be entitled to such payment, except for funeral leaves, verified jury duty, temporary layoffs, subpoenaed witness or in the event of verified personal illness and the holiday falls within seven (7) working days of his last day worked. When holiday periods of more than one (1) day occur, the preceding eligibility day will entitle payment for the first half of the period, and the succeeding eligibility day will entitle payment for the last half of the holiday period. No employee shall receive holiday pay if they fail to report after accepting a work assignment for that day or if the whole plant is operating on the holiday because of a war or national emergency. Employees may use call-in vacation on qualifying days.

Section 4. Regular rate as used in this Article XVII shall include any shift differential to which the particular employee may be entitled.

**ARTICLE XVIII
PAY DAY**

Regular pay day shall be on Friday of each week and employees shall be paid for all work performed up to quitting time of the night shift on Friday preceding. When a holiday interferes, pay day shall be the day preceding the holiday unless unusual overtime computations or other circumstances make the preparation of the payroll impractical in the shorter period allowed.

**ARTICLE XIX
WAGES**

Section 1. Wage Schedules. Attached hereto and made part hereof is the Schedule of Wage Rates to be effective on May 12, 2018 and a schedule of jobs classified into labor grades.

- (a) Effective May 12, 2018, employees will receive a 3.0% general wage increase.
- (b) Effective May 11, 2019, employees will receive a 3.0% general wage increase.
- (c) Effective May 9, 2020, employees will receive a 3.0% general wage increase.
- (d) In addition, only active employees on the second tier wage scale hired after May 4, 2013 will receive the following:
 - (d)(1) 1% increase on Dec. 29, 2018
 - (d)(2) 1% increase on Dec. 26, 2020

Section 2. Cost-Of-Living-Allowance (COLA)

(a) Effective May 12, 2018, and thereafter, during the term of this Agreement, a Cost-Of-Living-Allowance for all employees covered by this Agreement will be continued.

(b) The Cost-Of-Living-Allowance provision will be based upon increases in the Consumer Price Index (1967 = 100) CPI-W published by the U.S. Department of Labor's Bureau of Labor Statistics. The old COLA will be folded into the base rate. The measurement base will be re-established May 1st of each contractual year with a threshold where no applicable COLA payments will be made. The threshold is based on the percentage of general wage increase received for each applicable contractual year.

Therefore, the first 3.0% movement in the CPI Index in 2018, 3.0% movement in 2019, 3.0% movement in 2020 will be considered the thresholds established for each year for the duration of this contract where no applicable COLA payments will be made.

(c) Cost-Of-Living Adjustments will be made quarterly on the basis of 1¢ for each full .3 movement in excess of the yearly thresholds.

(d) Adjustments, if any, in the Cost-Of-Living-Allowance shall be made in accordance with the following schedule:

SCHEDULE

| <i>BASE PERIOD</i> | <i>MEASUREMENT PERIOD</i> | <i>PAYOUT DATE</i> |
|---------------------------|----------------------------------|---------------------------|
| April 2018 | May, June, July | 8/31/2018 |
| | August, September, October | 11/30/2018 |
| | November, December, January | 3/1/2019 |
| | February, March, April | 5/31/2019 |
| April 2019 | May, June, July | 8/30/2019 |
| | August, September, October | 12/6/2019 |
| | November, December, January | 2/28/2020 |
| | February, March, April | 5/30/2020 |

| | | |
|------------|-----------------------------|-----------|
| April 2020 | May, June, July | 8/29/2020 |
| | August, September, October | 12/5/2020 |
| | November, December, January | 2/27/2021 |
| | February, March April | 5/28/2021 |

Section 3. Alternate Rate Structure. Attached hereto and made a part hereof is an "Alternate Rate Structure" (ARS) for employees hired after December 1, 1982.

(a) Employees bumped or deleted while in the alternate rate structure will exercise their seniority rights in accordance with the provisions of the Agreement and will be placed in the same relative wage position of the alternate rate structure of their new job.

(b) Employees promoted while in the alternate rate structure will be placed in the same relative position of the alternate rate structure of their new job.

(c) In no case will an employee be required to spend more than fifty-two (52) weeks in the alternate rate structure.

(d) The Alternate Rate Structure shall not apply to rehired former bargaining unit employees.

(e) Effective May 1, 1998, a flexible ARS shall be made available to accommodate market demand. If such option is exercised, all employees in that classification below the new hire's entry rate will be adjusted to match that rate. Employees hired within the same classification on the same date will be hired at the same rate. The company will make new hire rates available to the union for verification purposes.

(f) **Two Tier Wage Rates for New Hires. (Per 2013 Tentative Agreements)** Wage Rates for any employees hired as of May 4, 2013 ("New Hires") at all three sites will be reduced by 15%. In no instance will a wage rate be below \$12.75. Automatic progressions for these New Hires in all three sites will occur every 26 weeks and will be reduced by 15% from current automatic progressions. Automatic progressions for existing employees will not be affected. Adjusted wage schedules for these New Hires will be published.

(g) Effective June 2, 2018, the automatic progressions for the second tier wage rate will no longer be rounded to the nearest quarter.

Section 4. Shift-Work Week Differential. Employees working on the night shift as defined in Article XV, Section 2(b), and those employees working on a special shift having four (4) or more regular shift hours fall between 4:00 P.M. and 8:00 A.M. shall be compensated for hours worked at eighty (80) cents per hour above the rates set forth in the "Schedule of Wage Rates".

Section 5. Rate of Pay during Probationary Period. The wage rate for an employee during his probationary period of employment shall be at the base rate of the labor grade in which his job is classified. Upon expiration of such new employee's probationary period, he shall be considered as having been employed from his last date of hire and will be credited with time spent in the labor grade in which he is employed at the time he completes his probationary period.

Section 6. Advances in Rate of Pay within Labor Grade. Each employee shall be advanced in his pay rate within the range of pay rates applicable to his labor grade as set forth in said "Schedule of Wage Rates," on the basis of his time of employment in one (1) job within such labor grade.

Section 7. Rate of Pay on Promotion. An employee shall, on promotion or transfer to a job not previously held, be advanced to the base rate of such job, unless such employee's then rate of pay is higher, in which event he shall continue to receive his then rate of pay until the period set forth in the "Schedule of Wage Rates," entitling him to a higher rate, has expired. Any employee who has been previously employed in the same job to which he is promoted or transferred, shall receive credit for the time previously spent in such job or the position in the Labor Grade previously paid while performing that job, whichever is greatest, for the purpose of determining his rate of pay. In the event an employee transfers horizontally in lieu of being laid off, he shall continue in the same

position in the Labor Grade as if he had not been removed from his original position.

Section 8. Rate of Pay on Demotion. In the event an employee is demoted to any job in lieu of being laid off he shall receive the maximum rate of the job classification to which he is demoted. If the employee voluntarily downgrades he shall receive the minimum rate of the job classification to which he is demoted or the same position previously held in the wage schedule while performing that job classification. When exercising seniority to a lower labor grade to change shift assignments, an employee shall be paid the maximum rate of the labor grade.

Section 9. Rate of Pay on Temporary Transfer. Employees transferred on a temporary thirty (30) working day basis under the provisions of this Agreement shall continue to receive their current rate of pay.

Section 10. Equal Pay for Men and Women on Same Job. There shall be no distinction between the rate of pay for men and women for the same job.

Section 11. New Classifications. The Company shall, in the first instance, classify in the Labor Grade which it deems proper any new job or any job with respect to which there has been a change in methods, materials, or operations and notify the Union thereof. The Union may present to the Company within thirty (30) calendar days from the Company's presentation of the job description of such new or changed job, any objection to such classification. Disposition of any matters relating to such classification shall be in accordance with the procedure set forth in the third step of the Grievance Procedure and arbitration. Jobs shall be classified in accordance with this section by use of the PAQ procedure for job evaluation.

Section 12. Correction of Mistakes. In the event that it is determined that an employee has been doing work which shall be properly classified in a higher Labor Grade for an indeterminate length of time, the reasonable length of time for filing a grievance thereunder shall be considered sixty (60) working days. The Company's liability for retroactive pay shall not exceed the sixty (60) working days immediately prior to the date of filing the grievance.

Section 13. Changes in Rate of Pay. The pay week is Saturday through Friday and all changes in pay are effective on Saturday.

ARTICLE XX HEALTH AND WELFARE BENEFITS

Section 1. Coverage. During the term of this Agreement, the following hospitalization and insurance provisions of this Article XX shall be effective.

(a) Group Medical Benefits. The COMPANY agrees to provide health Insurance through Family Medical Care Plan (FMCP) through December 31, 2018.

(a)(1) Effective January 1, 2019 and for the term of this Agreement, active employees will be eligible to participate in the Agreed upon CDHP medical plan, either through the present carrier/administrator or through another reputable carrier/administrator selected by the Company. Unless expressly provided otherwise by this Agreement, the terms and conditions of the CDHP medical plan document are incorporated herein by reference. Certain Plan benefits are summarized below. Additional information about the medical plan benefits can be found in the Summary Plan Description.

In-Network Summary:

| | CDHP1 | CDHP2 | CDHP3 |
|----------------------------------|--------------|--------------|--------------|
| Individual Deductible | \$1,500 | \$2,500 | \$3,700 |
| Family Deductible | \$3,000 | \$5,000 | \$7,400 |
| Individual Out-of-Pocket Maximum | \$3,000 | \$5,000 | \$6,550 |

| | | | |
|------------------------------|----------------------|----------------------|----------------------|
| Family Out-of-Pocket Maximum | \$6,000 | \$10,000 | \$13,100 |
| Coinsurance | 20% after deductible | 20% after deductible | 20% after deductible |
| Preventive Care Visits | Covered at 100% | Covered at 100% | Covered at 100% |

Out-of-Network Summary:

| | CDHP1 | CDHP2 | CDHP3 |
|----------------------------------|----------------------|----------------------|----------------------|
| Individual Deductible | \$2,500 | \$3,500 | \$4,700 |
| Family Deductible | \$5,000 | \$7,000 | \$9,400 |
| Individual Out-of-Pocket Maximum | \$3,500 | \$5,500 | \$7,500 |
| Family Out-of-Pocket Maximum | \$7,000 | \$11,000 | \$15,000 |
| Coinsurance | 40% after deductible | 40% after deductible | 40% after deductible |
| Preventive Care Visits | Not covered | Not covered | Not covered |

Prescription Benefit Summary:

| | CDHP1, 2 and 3 |
|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Prescription Drug Benefits (Deductible waived for Preventive Drugs) | Retail (30-day supply), after Deductible <ul style="list-style-type: none"> Generic: 100% after \$10 copay (\$4 preventive) Brand: 80% (\$25 minimum) Non-preferred/non-formulary brand: 60% (\$45 minimum) |
| | Retail (31- to 90-day supply), after Deductible <ul style="list-style-type: none"> Generic: 100% after \$20 copay (\$8 preventive) Brand: 80% (\$55 minimum) Non-preferred/non-formulary brand: 60% (\$45 minimum) |
| | Mail Order (31- to 90-day supply), after Deductible <ul style="list-style-type: none"> Generic: 100% after \$20 copay (\$8 preventive) Brand: 80% (\$55 minimum) Non-preferred/non-formulary brand: 60% (\$45 minimum) |
| | Mail Order received from non-Network Providers is not covered |

Effective January 1, 2019, participating eligible active employees will also benefit from a Health Savings Account ("HSA") that the Company will contribute to, in addition to contributions that can be made by the employee. Active employees must be eligible for an HSA to make contributions or to receive a Company contribution. The Company HSA annual contribution amounts are: one thousand dollars (\$1,000) for Employee Only and one thousand seven hundred fifty dollars (\$1,750) for Employee plus Dependents. Employees who are enrolled in the qualified CDHP plan on each applicable January 1 will receive the HSA contribution in January as soon as administratively possible on or before January 18, 2019. Employees who are not enrolled on January 1 but become eligible after January 1, will receive an HSA contribution as soon as administratively possible after becoming eligible and enrolling in the plan.

For the first year of the CDHP medical plan (2019), the Company will make an additional, one-time contribution to the HSA for participating eligible active employees in the amount of five hundred

dollars (\$500) for Employee Only and one thousand two-hundred fifty dollars (\$1,250) for Employee plus Dependents. Employees who are enrolled in the qualified CDHP plan on January 1, 2019 will receive the HSA contribution in January as soon as administratively possible on or before January 18, 2019. For the first year of the CDHP medical plan (2019), employees who are not enrolled on January 1 but become eligible after January 1, will receive the additional one-time HSA contribution as soon as administratively possible after becoming eligible and enrolling in the plan.

(a)(2) Effective January 1, 2019 for the 2019 plan year, the monthly contribution rates for eligible active employees are as follows:

| | CDHP1 | CDHP2 | CDHP3 |
|-----------------------|--------------|--------------|--------------|
| Employee Only | \$62 | \$18 | \$7 |
| Employee + Child(ren) | \$111 | \$40 | \$19 |
| Employee + Spouse | \$120 | \$60 | \$34 |
| Employee + Family | \$177 | \$89 | \$50 |

The Company will establish employee premiums prior to each plan year, with a maximum cap on the increase of no more than 3% each plan year for three years (through 12/31/2021).

(a)(3) The plan also includes Retiree Medical and RX from for retirees age 55 to 65, meeting prior agreed upon service requirements, either through the present carrier/administrator or through another reputable carrier/administrator selected by the Company. The COMPANY will provide \$4,931 single/\$9,862 family, annually, to the Company's carrier/administrator for these retirees, SUBJECT TO THE TERMS OF THIS AGREEMENT AND LETTERS OF UNDERSTANDING. Additional information about these plans can be found in the Summary Plan description.

(a)(4) For such retirees after age 65, the Company will provide \$669 single/\$1,338 family, annually, in order to purchase individual coverage through-the Company's post 65 carrier/administrator. Additional information about these plans can be found in the Summary Plan Description.

Employees with ten (10) or more years of service and at least age 55 or older as of December 31, 2021, will have a one-time election to retire and remain eligible for the COMPANY pre-65 and post-65 retiree medical plans described in Section (a)(2) and (a)(3). Effective January 1, 2022, the retiree medical plan will be closed to new entrants and any employee who terminates from employment on or after January 1, 2022, will no longer be eligible for the COMPANY retiree medical and Rx benefits.

The COMPANY or the UNION may reopen this Agreement in the event that changes occur in any applicable federal or state healthcare law that specifically impact any provision of this Agreement. In that event, only the impacted provision would be subject to the reopener. However, no changes shall be made without mutual agreement between the parties.

*In situations involving dependent children of divorced parents, the plan covering the parent who has custody (regardless of a remarriage) or who has a court decree for financial responsibility for the child's health care expenses is primary.

(b) Dental and Vision Benefits. Effective January 1, 2019 and for the term of this Agreement, eligible active employees may participate in dental and vision plans, either through the present carrier/administrator or through another reputable carrier/administrator selected by the Company. Unless expressly provided otherwise by this Agreement, the terms and conditions of the dental and vision plan documents are incorporated herein by reference. Additional information about these plans can be found in the Summary Plan Descriptions.

Effective January 1, 2019 for the 2019 plan year, the monthly contribution rates for eligible active

employees are as follows:

| | Dental Base Plan | Dental Plus Plan | Vision Plus Plan |
|-----------------------|------------------|------------------|------------------|
| Employee Only | \$4 | \$8.40 | \$4 |
| Employee + Child(ren) | \$8 | \$15.75 | \$8 |
| Employee + Spouse | \$8 | \$16.80 | \$9 |
| Employee + Family | \$12 | \$24.15 | \$13 |

The Company will establish employee premiums for dental and vision prior to each plan year, with a maximum cap on the increase of no more than 3% each plan year for three years (through 12/31/2021).

(c) Life Insurance and AD&D. The Company agrees to pay the full cost of the employee's Basic Life Insurance and Accidental Death and Dismemberment coverage after one (1) year of service. Employees with less than one (1) year of service may purchase Life and AD&D coverage by paying the cost themselves at group rates as determined by the provider. Coverage shall be provided in accordance with the schedule and terms of the existing Group Policy.

| LIFE INSURANCE* | ACCIDENTAL DEATH & DISMEMBERMENT |
|-------------------------------------------------------|-------------------------------------------------------|
| 2x's annual base wages, but not less than \$40,000.00 | 2x's annual base wages, but not less than \$40,000.00 |

*(Rounded up to the next highest thousand dollar)

Effective June 1, 1995, eligible employees may purchase additional life insurance coverage (no AD&D), at group rates, in increments of \$5,000 to a maximum of an additional \$60,000.

(d) Dependent Life Insurance. Also available to employees for purchase, life insurance for covered dependents in the amount of \$10,000 or \$15,000.

(e) Disability Insurance.

(e)(1) Weekly Accident and Sick Benefits (A&S) will be provided at no cost to the employee after one (1) year of service. Employees with less than one (1) of service may purchase A&S coverage by paying the cost themselves. Benefits will be calculated at 66-2/3% of the employee's basic weekly earnings including shift premium, if applicable, for a maximum of twenty-six (26) weeks. The time lost for a portion of a week will be paid at 1/5th of the weekly payable amount per day. Additional information about A & S benefits can be found in the Summary Plan Description.

(e)(2) Long Term Disability Insurance. Employees may elect to purchase for themselves, supplemental Long Term Disability (LTD) insurance to cover lost earnings beyond the 26 weeks covered under their Weekly A&S Benefits. LTD Benefits are based on 60% of the monthly equivalent of your base earnings with a minimum monthly benefit of \$200 and a maximum monthly benefit of \$6,000. The monthly benefit, however, is reduced by certain other income benefits received from other sources as described in the Summary Plan Description.

The cost of coverage for LTD Insurance during the term of this Agreement will be set at \$.20/\$100 of coverage.

Section 2. Employees on Sick Leave.

(a) The Company shall pay premiums for employee's individual and dependent coverage for Group Medical Insurance while the employee is on sick leave, including maternity leave, and an employee may continue additional coverage by paying premiums directly to the Company.

(b) The Company shall pay premiums for the employee's life and A&S Group Insurance while the employee is on sick leave, providing the employee has one (1) year or more of service; an employee with less than one (1) year of service may continue his Life and A&S Group Insurance coverage by paying premiums directly to the Company.

(c) The Company will pay the employee's dental premium until the end of the month the employee goes on sick leave. The employee has the option to continue dental coverage, by paying the full premium directly to the Company, while on sick leave, for a maximum of one (1) year.

Section 3. Employees on Other Leaves and Layoff.

(a)(1) Employees on other leaves of thirty (30) calendar days or more (excluding military leave) may continue their individual and additional group medical coverage, life insurance and accidental dismemberment insurance by paying premiums to the Company.

(a)(2) Employees who are laid off after May 1, 1996, will be entitled to 12 months of continued medical coverage if the required premiums are paid. Any employee whose layoff commences after May 1, 1995, who is employed with another company and is eligible for medical coverage through that employer, will no longer be eligible for the continued coverage through Rockwell. Employees may elect to pay their premiums in advance for up to twelve (12) months. Premiums shall be the same as if they were still on the active payroll.

(b) Payment for such premiums must be received by the Company on or before the last day of each month or coverage for the following months will be cancelled automatically and cannot be reinstated until the employee returns to work. The Company assumes no liability for such cancellation.

(c) Group A&S insurance is not available to employees on other leaves or to employees while on layoff. Employees on Union Business and on intermittent FMLA are covered for A&S coverage as long as they are actively working and remain on the regular Company payroll.

(d) Employees on layoff continue dental coverage by paying 1 premium cost for twenty-four (24) months. Dental benefits for laid off employees are discontinued immediately, if and when permanent employment is obtained with another company.

Section 4. Retired Employees.

(a) Life Insurance for Retirees. Employees who retire and are eligible to receive a pension annuity under the Collins Radio Retirement Plan for Production Employees will be provided \$10,000 life insurance coverage. The premiums for this coverage will be paid for by the Company.

(b) Medical Coverage for Retirees. Employees with ten (10) years or more of service who retire under the permanent disability provision of the retirement plan, or at age 55 or over, during the term of this Agreement will be covered under the active medical plan in effect at the time, including any subsequent 6 phased-in changes. These rates are subject to increase incrementally each year during the term of the agreement.

2014

| | |
|--------|-------|
| Single | \$147 |
| Family | \$292 |

This agreement is in effect only during the term of 2014-2018 collective bargaining agreement. It is further understood that at the conclusion of the collective bargaining agreement these retired

employees will then be subject to the Rockwell Collins Standard Retiree Medical Plan in effect for all retirees.

At the conclusion of each Collective Bargaining Agreement (CBA) these retirees will be enrolled in the Rockwell Collins Retiree Plan and will be subject to whatever surviving spouse coverage is offered by the employer.

When the retiree and/or dependent attains age sixty-five (65), Medicare will become primary.

(c) Surviving Spouse Coverage. Effective May 3, 2008, employees who retire under this agreement will be granted the surviving spouse retiree medical benefit. The surviving spouse of employees who retire under the Agreement who subsequently die will be eligible for continuation of medical coverage under the Plan provided the surviving spouse is enrolled as a dependent at the time of the retiree's death. Eligibility for this benefit will be in effect during the term of the agreement. At the conclusion of the agreement, retirees will be subject to the terms and conditions of the Rockwell Collins Standard Medical Plan for Retirees and will be subject to whatever Surviving Spouse coverage is in effect for retirees.

(d) Survivor Feature for Retirement. A "Pop-back" Survivor feature is added as an elected option to the Collins Production pension plan. This benefit provides for a reduced single life and joint survivor annuity that will "pop-back" should the beneficiary predecease the retired employee.

Section 5. Employees Age Sixty-Five (65) or Older. Employees and their dependents sixty-five (65) years or older may continue their group medical insurance and the Company will pay the current cost for the Voluntary Supplemental Plan providing such employees furnish satisfactory evidence to the Company that they are enrolled for full coverage, including the Voluntary Supplemental Plan under the Federal "Medicare" program.

Section 6. Retiree Medical Sunset. Employees with ten (10) or more years of service and at least age 55 or older as of December 31, 2021 will have a one-time election to retire and remain eligible for the COMPANY pre-65 and post 65 retiree medical plans described in Appendix C. Effective January 1, 2022 the retiree medical plan will be closed to new entrants and any employees who terminate from employment on or after January 1, 2022 will no longer be eligible for the COMPANY retiree medical and prescription benefits

ARTICLE XXI SENIORITY

Section 1. Seniority. Seniority means the period of time an employee has been employed by the Company in any type of employment, covered by this Agreement, and shall date from the first date of such employment, and accumulated unless terminated as provided elsewhere herein.

In the event that an employee is transferred from a position not covered by this contract to a position included herein, such employee's seniority shall date from time of transfer, except as provided in Section 9. Such employees will be eligible for vacations, Company-paid insurance, and retirement based on length of service with the Company.

Section 2. Probationary Period. A new employee shall be without seniority and shall be subject to discharge without cause until he has completed a forty-five (45) working day probationary period. The Company shall forward to the Union at the end of each month the names of all probationary employees who have completed their probationary period during the month. At the discretion of the Company the probationary period may be abbreviated to a period less than forty-five (45) working days in which case the Union will be notified of same.

Section 3. Seniority Lists. The Company shall keep posted on the bulletin boards and supply the Union with lists of all employees in the unit showing their seniority, clock number, job code; which lists shall be revised at least quarterly to reflect the changes therein.

Section 4. Seniority Rights. Seniority shall govern in case of layoffs, promotions, demotions, horizontal transfers, recalls, and shift assignments, provided:

(a) A Chief Steward may exercise his/her seniority in shift preference to transfer to the shift which he/she has been elected to represent. A steward shall have the right to decline transfer to another area as long as other employees are available within his/her classification in the area, provided that no steward may decline a transfer which results from their bidding and qualifying on any job posting nor may they decline a transfer which results from layoff, demotion, or displacement from his/her job or shift.

(b) The Company will give the employees and the Union five (5) calendar days general notice of pending plant-wide layoffs affecting twenty-five (25) or more employees. In cases of emergency, employees may be laid off, without regard to seniority, for a period of not more than five (5) working days, subject to being extended for five (5) additional working days with consent of the Union. The Company will endeavor to give at least twenty-four (24) hours' notice of such emergency layoffs.

Section 5. Layoffs.

(a) It is understood that management may determine to reduce the number of employees in any classification on any shift at any time.

If such determination is made, probationary employees in the affected classification(s) and shift(s) will be reduced first. The least senior employee(s) in the affected classification and shift will be reduced in reverse order of seniority. In the event of a plant wide layoff any affected employee wishing to take a voluntary layoff shall notify the Company at the time of the interview. If such determination is made, the least senior employee will have the following options:

(a)(1) The employee may displace the least senior employee in the highest graded classification previously held by the employee.

(a)(2) The employee may bump to another shift provided he/she has seniority.

(a)(3) Employee may bump to the highest graded job related classification (see the related jobs list) at the same or lower grade from which the employee was displaced, providing he/she has seniority.

(a)(4) Anyone who would be required to take downgrade by the afore-mentioned will be given due opportunity to demonstrate ability on any one job, in the same or lower labor grade, seniority permitting.

(a)(5) Any employee who cannot be placed as aforesaid shall be laid off.

(b) Laid off employees may at time of layoff indicate in writing those jobs for which they desire to be recalled. Such employees may change the list of jobs to which they wish to be recalled at any time in writing.

(c) Employees who are laid off shall promptly notify the Company of their correct post office address or of any change in such address. Any telegram or registered letter from the Company addressed to the address last furnished to the Company by the employee shall be conclusively presumed to have been received by such employee.

(d) Employees who are bumped or laid off will be shown a list of jobs, by labor grade, for which they are qualified.

Section 6. Recalls. Employees who have been laid off will be called back in order of their plant-wide seniority for jobs they have previously held or if not possible, to a job related to the job from which they were laid off (see the related jobs list), and for which they have indicated a desire to be recalled, before less senior employees are reclassified or new employees are hired to fill such vacancies.

(a) No laid off employee need be recalled to a job for which he/she has not, in writing, indicated a desire to be recalled.

(b) When an employee who has been laid off is required for work, a registered letter will be directed to the employee. Should such employee accept this recall opportunity, employee will be given up to two (2) weeks to report to duty after notifying the Company of their intent to return to work. Should such employee fail to notify the Company within four (4) working days from the receipt of such telegram or letter and fail to make explanation satisfactory to the Company for such failure, such employee shall be considered as having quit.

The Company shall furnish copies of such telegram or registered letter to the Chief Steward of the Union at the time of mailing. In the event that the notification sent by the Company has been returned undelivered, the employee shall be considered as having quit; however, in such cases, then the Company or a delegated representative thereof shall notify the Chief Steward of the non-delivery of such notification to the employee by the Company, and then the Chief Steward shall be granted four (4) working days to check why such employee failed to report for work.

Section 7. Temporary Transfers.

(a) An employee may be temporarily assigned to a job, for not more than thirty (30) working days subject to extension of twenty (20) working days with consent of the Chief Steward of the Union and the employee involved. The Supervisor will notify the Chief Steward in writing when any such transfer exceeds one (1) day, stating the reason for the transfer and its estimated duration.

(b) An employee may be temporarily transferred to another job classification and perform work that is not in his regular job classification for the following reasons:

(b)(1) To perform the work of an employee who is absent from work for any reason.

(b)(2) To perform the work in a job that is in the process of being filled by the posting and hiring process.

(b)(3) To perform work in case of emergency temporary work load in which case the Company will give prior notice to the Chief Steward or if unavailable the Steward.

(b)(4) To perform "fill-in" work when there is a temporary shortage of work in the employee's regular job classification.

(b)(5) To perform work in another job when the employee is temporarily unable to perform the work in his/her regular job classification because of a physical disability.

(c) Such transfers may be made to jobs in the same, higher, or lower labor grades without change in the employee's pay.

(d) It is mutually understood that the temporary transfer clause will not be used where it will directly result in the layoff of employees.

Section 8. Procedure for Filling Job Vacancies.

(a)(1) When it is determined by management that a permanent job vacancy within the bargaining unit exists, such job vacancy will be posted for forty-eight (48) hours. Such postings will show the job code number, title, requirements, number of vacancies, and shift hours. During the time of posting permanent employees may bid to the job by completing the job posting form. From those eligible employees who have completed and signed the job posting form, the job will be awarded to the most senior employee capable of performing the job. An employee's capability for performing the work will be determined by objective means, including practical demonstrations by the candidate in performing the tasks which are necessary for successfully performing the job. Employees must pass each section of the total Demonstration to be considered as qualified. No demos will be given, set up, or graded by

a bargaining unit employee. When it is determined that the senior bidder is capable of performing the work, practical demonstrations will be waived.

(a)(2) The Company and Union will both maintain copies of qualifications. No Demos will be given on sections already passed.

(b)(1) Employees going on vacation may apply in writing to have their names added to postings they anticipate will be posted during their absence. An employee who signs a posting and who is absent at the time his practical demonstration is scheduled shall retain his position on the posting for not more than fifteen (15) total working days. Upon the expiration of the fifteen (15) day waiting period the employee shall be by-passed and the next eligible bidder will be scheduled.

(b)(2) Upon returning from vacation or absence, on the first day, an employee shall be allowed to sign any postings which have been posted but not yet filled (so long as the posted job has not been awarded internally, and an external offer has not been extended).

(c) An employee may not bid on a job vacancy that was created by that same employee bidding to another shift.

(d) An employee who is placed on a job as a result of the bid procedure may not bid more than two (2) times in a twelve (12) month period after being placed on the job, unless: a) the vacancy is to a higher graded classification or b) the employee is bidding to a classification from which he/she was involuntarily removed.

(e) If the job vacancy is not filled by the above procedure, then the job may be filled by outside hire. Jobs will not be held open to outside hire in excess of sixty (60) calendar days following the completion of the posting, provided the vacancy still exists.

(f) It is the intention of the Company to fill Labor Grade 1, 2, 3, and 4 strictly by seniority using the provisions of the Collective Bargaining Agreement, unless the most senior employee is not capable of performing the job. Demos will be given for Labor grade 5 and Labor grade 7 jobs. When it is determined that an employee is not capable of performing the job at any time within this 30 day trial period, the employee will automatically be placed in the job from which he/she was transferred. All other affected people will also return to the job from which they were transferred.

(g) Employees who receive a job award shall be placed on a trial period not to exceed thirty (30) working days. During such trial period all employees will receive necessary instruction, assistance, and familiarization with the job. If it is determined during the trial period that the employee cannot perform the work and/or there is no reasonable expectation that the employee can acquire the capability to perform the work, the employee will return to the classification from which he/she was transferred. By mutual consent between the Union and the Company, the trial period may be extended two (2) additional thirty (30) working day periods. At the discretion of the Chief Steward, he/she may prepare informal written progress updates. The Company will provide written progress updates on a tri-weekly basis to the employee and Chief Steward. The lead person will be made available for consultation to the Steward(s) as necessary.

(h) When it has been determined that an employee is not capable of performing the work of a job classification, that employee may not bid to that classification again for at least six (6) months.

(i) The Company will furnish the Union with a quarterly report of all employees by labor grade, rate of pay, and job classification.

(j) The Company will prepare and make available to any employee material which will indicate the level of job aptitude, knowledge, and skill required in qualifying for the various classifications. Access to materials used in a demo shall not be restricted from employees seeking the job. The following conditions will apply:

(j)(1) Employees must schedule equipment use with the cognizant supervisor.

(i)(2) In order to assure safe operation of equipment, employees must be accompanied by a qualified operator who will first demonstrate the proper use of the equipment.

(k) No employee shall have a right to file a grievance based upon a claim that the Company's action was erroneous under the rules hereby established unless he shall have signed said posting.

(l) Any grievance based upon a claim that the rules of seniority as herein established have not been correctly applied shall be reduced to writing by the Chief Steward of the Union and the employee involved, and shall be taken up for adjustment under the Grievance Procedure, starting with the second step.

(m) Any action taken by the Company subsequently determined to be erroneous, on the basis of the seniority provisions of this Article, shall be corrected, effective as of the date such determination becomes final, under any step of the Grievance Procedure. The Company's liability for retroactive wage adjustments, if any, under this paragraph shall not predate the filing of the grievance which results from such error by more than thirty (30) working days.

(n) The company will maintain fifteen (15) LG 7's (388), and four (4) LG 9's (2-309, 2-369), holding to the number in those positions as of July 31, 1997, as well as a minimum of six (6) LG 5's (385) unless all LG 1's are laid off. This provision is intended to provide growth opportunity for lower labor grades per the contract.

Section 9. Employees Returning to Bargaining Unit. Employees heretofore or hereafter selected for positions, outside the bargaining unit, and who are thereafter laid off or demoted, may return to the bargaining unit and be placed in the same job classifications from which they were selected, if entitled thereto by reason of their seniority. Employees, who leave the bargaining unit, shall not accrue more than two (2) additional years of seniority while outside the bargaining unit. Employees leaving the bargaining unit after December 1, 1982, shall not accrue more than one (1) additional year of seniority while outside the bargaining unit. Employees leaving the bargaining unit after May 1, 1989, shall not accrue more than nine (9) months seniority while outside the bargaining unit. As of May 1, 1992 employees leaving the bargaining unit shall not accrue any seniority outside the bargaining unit. In case they do not have sufficient seniority to displace present employees in said job classifications, they shall be considered as though they had been laid off from those classifications.

Section 10. Termination of Seniority. An employee shall cease to have seniority and his name shall be removed from the seniority list and his employment with the Company will terminate in the event they are:

(a) Discharged for cause and not reinstated.

(b) Quits.

(c) Employees on lay off for a period of sixty (60) consecutive months.

(d) Absent in excess of three (3) regular working days continuous or otherwise in any one (1) month without a leave of absence or exceeds a leave of absence. When an employee has accepted Saturday work, Saturday shall be considered a working day for checking absences.

An employee's name shall not be removed from the seniority list and he shall not be terminated in the cases specified in (d) of this section provided his absence from work was on account of actual sickness or accident or other reasons beyond his control, and he makes satisfactory explanation to the Company and the Union within one hundred twenty (120) hours from the expiration of his third working day of unauthorized absence, in which case leave of absence will be granted. If sickness is given as a reason for failure to report, the Company may require a physician's statement.

Section 11. Temporary Transfers to Another Shift.

(a) Up to fifteen (15) employees in any one classification or combination of classifications may be

temporarily transferred at any one time to another shift for a period not to exceed thirty (30) working days. The Company will provide the Union five (5) working days in advance prior to transferring the employee.

(b) Employees temporarily assigned to another shift will perform work in their job classification.

(c) Temporary transfers will be made in the following order:

(c)(1) Most senior volunteer from the affected section or department.

(c)(2) Most senior plant wide volunteers from the affected classification.

(c)(3) Should the need exist for more employees than those volunteering in accordance with the above, employees will be transferred by seniority, (last senior first) in the affected classification to the shift.

(c)(4) The Company may, with mutual consent of the Union Grievance Committee, assign a maximum of fifteen (15) employees in any classification to a special shift for thirty (30) working days, subject to extension with mutual consent of the Union Grievance Committee.

(c)(5) Extensions to the thirty (30) day transfer may be made by consent of the Chief Steward of the Union and the employee(s) involved.

ARTICLE XXII VACATIONS

Section 1. Vacation Period. Except in times of a National Emergency when the plant operations cannot be suspended, the Company may close down the plant for a two-week period and all vacations shall be taken at that time. The exact days of such shut-down shall be announced not later than May 1st of the year under consideration. Employees may work during the plant shut-down when requested to do so and such employees will be given the right to choose their vacation at any time prior to the next May 1, provided such choice does not result in the absence of employees in such numbers as to seriously affect the efficient operation of a department.

Section 2. Vacation Allowances.

(a) Vacation allowances for employees hired prior to May 2, 2003 shall be as follows:

(a)(1) Employees employed by the Company for over six (6) months but less than nine months prior to May 1st of the year under consideration shall receive twenty (20) hours of vacation.

(a)(2) Employees employed by the Company for nine (9) months but less than one (1) year prior to May 1st of the year under consideration shall receive thirty (30) hours of vacation.

(a)(3) Employees employed by the Company for one (1) year but less than five (5) years prior to May 1st of the year under consideration shall receive eighty (80) hours of vacation.

(a)(4) Employees employed by the Company for five (5) years but less than fifteen (15) years prior to May 1st of the year under consideration shall receive one hundred twenty (120) hours of vacation.

(a)(5) Employees employed by the Company for fifteen (15) years but less than twenty (20) years prior to May 1st of the year under consideration shall receive one hundred and sixty (160) hours of vacation.

(a)(6) Employees employed by the Company for more than twenty (20) years prior to May 1st of the year under consideration shall receive two hundred (200) hours of vacation.

(b) Employees hired May 2, 2003 or after, will earn vacation entitlement on a monthly basis per the following schedule:

| Uninterrupted Service - Yrs. | Uninterrupted Service - Mos | Earnings Rate (Hrs/Mo) | Annual Vacation Eligibility | Maximum Vacation Eligibility |
|-------------------------------------|------------------------------------|-------------------------------|------------------------------------|-------------------------------------|
| 4 or less | 1-48 | 6 & 2/3 | 80 Hours | 160 Hours |
| 4.1 to 14 | 49-168 | 10 | 120 Hours | 240 Hours |
| 14.1 to 19 | 169-228 | 13 & 1/3 | 160 Hours | 320 Hours |
| 19.1 or more | 229 + | 16 & 2/3 | 200 Hours | 400 Hours |

(b)(1) Employee earns vacation hours at the monthly rate indicated above, at the first of each fiscal (accounting) calendar month, based upon Uninterrupted Service Years (or Months) at the end of the prior fiscal (accounting) calendar month.

(b)(2) Employee will continue to earn vacation on a monthly basis at the monthly Earnings Rate until the employee's unused vacation hours balance reach the Maximum Vacation Eligibility. Employees will not be entitled to earn additional vacation hours until their unused vacation hour's balance drops below the maximum. Vacation hour's balance, for consideration of entitlement, is determined based on vacation hour's balance as of the last Friday of the fiscal (accounting) calendar month.

(b)(3) Employees who have been paid two or more weeks of the fiscal (accounting) calendar month will be eligible to earn vacation hours at the full monthly earnings rate for that month provided the accrual does not carry the employee's vacation hours balance over the Maximum Vacation Eligibility; in which case, employee will be eligible to earn vacation hours up to the earnings rate necessary to bring employee's vacation hours balance up to the Maximum Vacation Eligibility.

(b)(4) Vacation hours must be recorded and submitted at time taken. Vacation hour balances as of the close of business on the last Friday of the fiscal (accounting) calendar month are considered for determining monthly earnings eligibility.

(b)(5) Vacation hours cannot be borrowed against future dates or accruals.

(b)(6) If a recognized holiday occurs during the vacation period, the holiday hours are not counted as vacation hours.

Section 3. Vacation Pay.

(a)(1) Vacation pay for employees hired prior to May 2, 2003 who elect to receive a lump sum of their vacation pay shall be paid based upon the computed percentage of the employee's gross earnings listed below, for the twelve (12) months preceding May 1st of the year under consideration as follows:

| LENGTH OF SERVICE % | GROSS EARNINGS |
|-------------------------------|----------------|
| Less than 1 year | 2% |
| 1 year but less than 5 yrs. | 4% |
| 5 yrs. but less than 15 yrs. | 6% |
| 15 yrs. but less than 20 yrs. | 8% |
| 20 years or more | 10% |

(a)(2) Should a holiday fall during the vacation period of an employee who received a lump sum vacation payment, such employee shall be paid for the holiday or be granted an additional day's paid vacation.

(a)(3) Employees who received a lump sum vacation payment who are laid off prior to May 1st of the year under consideration may request and receive accrued vacation at the time of layoff. An employee laid off during the year he becomes eligible for his next vacation pay increment, but who is laid off before his anniversary date, shall be paid accrued vacation at the higher percentage rate if he requests payment at the time of layoff.

(a)(4) Employees who elect to receive their earned vacation allowance in a lump sum payment on or before May 1, who leave the company either voluntarily or involuntarily prior to the following May 1st will be entitled to their accrued vacation pay. Employees who resign or retire after May 1st of the year under consideration, will be paid accrued vacation pay based on years of service on last day worked.

(b)(1) Beginning May 2019, and for the duration of the term of the current contract, employees may carryover eighty (80) hours of vacation eligibility to the next succeeding vacation year.

(b)(2) Beginning May 2019, and for the duration of the term of the current contract, anything over 80 hours carryover will be paid out on or before the last Friday of the current contract year or as soon as administratively possible

(b)(3) Vacation dates submitted must have occurred on or before the last Friday of the contract year

(c) Employee will be paid for all earned unused, and unpaid vacation hours exceeding the maximum allowed to carry over to the next year at the employee's rate of pay at the end of the contractual year in which the hours were originally earned, including shift differential, as soon as administratively possible to process the payment.

(d) Employee's electing not to carryover their earned, unused, and unpaid vacation hours will be paid for all remaining unpaid vacation hours on the books at employee's then rate of pay, including shift differential, as soon as administratively possible to process the payment.

(e) Vacation Pay for employee's hired May 2, 2003 or after, and for employee's who elected to defer their vacation pay, shall be paid at the employee's rate of pay including shift differential at the time vacation is taken.

Employees who are receiving their vacation pay at the time taken, who leave the company either voluntarily or involuntarily, will be entitled to their earned, unused, and unpaid vacation hours at the time of termination.

Section 4. Vacation-Preferences-Notice. No employee shall be compelled to split up his/her vacation period. Approved vacations may be taken at any time during the eligibility period. Employees may be granted call-in vacations, to a maximum of 80 hours per contract year consisting of 40 hours allotted per contract year in addition and up to 40 hours carried over from the previous

contract year. Call-in vacation can be used in minimum increments of one (1) hour, provided the request is made prior to the start of the shift. Other approved vacation requests may be taken in as little as one (1) hour increments provided notice is given no later than lunch period the preceding day. If the vacation period requested is also a holiday eligibility day, the request must be made one (1) day prior to the eligibility day. If vacations are allowed at different times, employees having the highest seniority status in their respective departments shall be given preference in the assignment of vacation periods insofar as the same can be done without unbalancing departmental activity. All employees shall be notified of their respective vacation periods at least two (2) weeks in advance.

Section 5. Payment to Beneficiary. Upon the death of an employee, the beneficiary of the employee shall be paid accrued vacation pay.

ARTICLE XXIII RETIREMENT PLAN

Employees hired on or before May 4, 2018 and who were covered by this Agreement on or before May 4, 2018, will continue to participate in the Collins Production Plan and receive benefits upon retirement as outlined in the plan document. If an eligible employee terminates with the COMPANY and is rehired at a later date, he/she will not be eligible to accrue additional benefits under the Collins Production Plan and will be eligible for the COMPANY Retirement Savings Plan. Employees who transfer out of the bargaining unit will no longer be eligible to accrue additional benefits under the Collins Production Plan.

During the term of this Agreement, no changes may be made to the existing Collins Production Plan that would reduce or diminish the benefits or privileges provided employees under this Agreement, without consent of the Union.

ARTICLE XXIV SAVINGS PLAN

Effective January 1, 1996, active employees may participate in a 401 K plan by making contributions from their regular straight time base pay.

Section 1. Employees Who Remain Eligible to Accrue Benefits under the Collins Production Plan (hired/rehired/transferred into the unit on or before May 4, 2018):

For eligible employees hired on or before May 4, 2018, the company matching contribution will be 50% on the first 8.00% of eligible compensation deferred.

Section 2. Employees Not Eligible to Accrue Benefits under the Collins Production Plan (hired/rehired/transferred into the unit after May 4, 2018): Employees hired or rehired or who transfer into the bargaining unit after May 4, 2018 will be eligible to participate in the COMPANY'S Retirement Savings Plan [the 401(k) plan] on the same terms and conditions that are applicable to the Company's non-bargaining unit employees, either through the present administrator or through another reputable administrator selected by the Company. Employees will be able to contribute a portion of their pay, be eligible for a company matching contribution and will also receive a company non-elective contribution as follows:

(a) For any employee hired/rehired/transferred into the unit immediately after May 4, 2018, the company will match 62.5% of the first 8.00% of eligible compensation deferred; AND

(b) For any employee hired/rehired/transferred into the unit immediately after May 4, 2018, the company will make a non-elective retirement contribution equal to 3% of eligible compensation

(c) The contribution are effective for the duration of the term of the contract.

(d) Unless expressly provided otherwise by this Agreement, the terms and conditions of the 401(k) savings plan document are incorporated herein by reference. Additional information about the 401(k)

savings plan benefits can be found in the Summary Plan Description.

ARTICLE XXV LEAVES OF ABSENCE, ILLNESS AND ACCIDENTS

Employees may be granted leaves of absence without pay for good cause shown upon written application thereof. No leave of absence shall be granted for the purpose of looking for a new job or other similar reason. Any industrial employment without sanction by the Company during any leave of absence shall automatically cause a forfeiture of seniority rights. Employees returning from authorized leaves of absence as provided for herein shall be reinstated with full seniority to the same job or position of like status and pay provided their classification and seniority permits. Such employees will be reinstated to the same position in the labor grade that they held when they departed for leave. In the event that seniority and classification does not permit them to return to the same or comparable job, then the individuals will be considered as "laid off" employees and may exercise their seniority to bump employees in the same or lower classifications for which they are qualified.

Section 1. Personal Leave. Employees may be granted leaves of absence without pay for personal business not to exceed fifteen (15) calendar days in the first instance. Such leaves may be extended by mutual consent upon written application for a period or periods aggregating not more than one hundred fifty (150) calendar days additional.

Section 2. Educational Leave. Any employee with one (1) or more years of service may be granted an educational leave for the purpose of attending on a full time basis any accredited Technical School, Junior College, College, or University for a period not to exceed one (1) year in the first instance provided the employee enrolls in a program leading to a degree or an associate degree in engineering, physics, chemistry, mathematics, or business administration. Such leave may be extended by mutual consent upon written application for a period or periods aggregating not more than one (1) year additional.

Section 3. Maternity Leave. Upon application accompanied by satisfactory evidence of disability from work, such employee shall be granted a maternity leave and extension of such leave may be granted under the provisions governing sick leave. An employee returning from maternity leave shall present a certificate from her doctor to the effect that she is able to return to work.

Section 4. Sick Leave. An employee detained from work on account of sickness or accident shall notify the Company prior to the time s/he would otherwise be required to report for duty, if possible.

(a) If the absence exceeds three days, on the fourth (4th) day and thereafter, the employee is responsible for contacting the Disability Administrator or designee and upon his/her application accompanied by satisfactory evidence of his/her disability for work shall be granted sick leave not to exceed 90 days. Such sick leave may be extended not to exceed a total of one (1) year upon presentation by the employee of satisfactory evidence of his/her continued disability. However, an additional period of one (1) year may be granted by mutual consent between the Company and the Union. Sick leave may not be used as a subterfuge for accepting other employment with the intent of maintaining plant seniority.

(b) The parties agree that the following pay codes will be eliminated: pay codes 2011 Unpaid Personal Illness, 2003 Unpaid Notified Absence, 2002 Unpaid Non-notified absence.

(b)(1) Eligible employees accrue 56 hours of paid sick time at the beginning of each calendar year for the term of the contract. Sick time does not accrue monthly but is available in its entirety at the beginning of the calendar year.

(b)(2) Newly hired employees will accrue pro-rated paid sick leave based on the quarter of their start date. The pro-rated sick time does not accrue monthly but is rather available in its entirety in the month in which the employee started.

(b)(3) Employees are allowed to carryover up to a maximum of 56 hours of paid sick time at the end

of the calendar year. In any given calendar year, an employee may not have more than 112 hours of accrued paid sick time. There is no payout of unused balances during any time, including upon termination of employment.

(b)(4) An employee who is rehired within 12 months after a termination of employment will have his or her unused paid sick leave balance reinstated.

(b)(5) In the event an employee is not able to report to scheduled work, the employee must notify his or her immediate supervisor. If an employee has three (3) consecutive days of sick time, they must contact the Employee Service Center at VPN 295.4747 or 1.888.295.4747, option 1 or the Disability Administrator (Liberty Mutual at 1.800.216.5119) to start the request process for short-term disability leave.

Section 5. Union Business.

(a) Any employee of the Company who may be elected or appointed to office or position in the Union requiring them to absent themselves from duty with the Company shall be granted a leave of absence not exceeding two (2) years and, at the expiration of their term of office, such employees shall be reinstated with full seniority, but not more than eight (8) such employees shall be absent on leave at the same time. Any such leave shall be renewable during the term of such office or position.

(b) Employees of the Company who may be called upon to attend Union meetings and/or conventions requiring their temporary absence from duty with the Company shall, upon application of at least twenty-four (24) hours' notice to the Company, be granted a leave to transact such business provided their absence shall not seriously affect the production and provided that not more than ten (10) employees shall be absent on such leaves at the same time.

Section 6. Funeral Leave. When a death occurs in the immediate family of an employee, such employee shall be entitled to time off from work at the time of the funeral or at the time of notification of death. In the case of the death of the employee's mother, father, current spouse, son or daughter, or step-child permanently residing with the employee, the time off will consist of five (5) consecutive working days of Funeral Leave with pay based on eight (8) hours of straight time per day. In the event of the death of the employee's son-in-law, daughter-in-law, step-mother, step-father, sister, brother, grandmother, grandfather, grandson, granddaughter, mother-in-law or step-mother-in-law, father-in-law or step-father-in-law, Funeral Leave will consist of three (3) consecutive working days with pay. And, in the event of the death of the employee's current great grandparent, brother-in-law or sister-in-law, Funeral Leave will consist of one (1) day with pay.

In reference to "step" relatives, only one (1) relative in each category will apply. Funeral Leave shall apply in the death of children of the employee's present spouse. Funeral Leave shall apply when an employee is on personal leave of absence to attend to an ill member of the employee's immediate family who dies.

Funeral Leave shall not apply when an employee is on leave of absence (except employees who discontinue Jury Duty Leave) or any period when the employee is eligible for Worker's Compensation or non-occupational disability benefits. If the death of an immediate family member occurs during an employee's scheduled vacation or holiday, the employee shall receive Funeral Leave Pay and will be entitled to reschedule their vacation or holiday time off up to the number of days allowed for Funeral Leave for the relative that passed. If two (2) or more members of an employee's immediate family die at the same time, the employee receives pay and time off based on the maximum benefit allowed for the closest family member.

Section 7. Jury Duty. In the event an employee is required to render service as a juror s/he will continue receiving his/her pay up to eight (8) hours per day and forty (40) hours per week. All monies earned as a juror will stay with the employee. Employees will be required to submit an affidavit from the clerk of court confirming jury duty.

Section 8. Military Service.

(a) Any regular employee of the Company who is inducted into the service of the United States Government and who by reason of such service is entitled under the law to be regarded as a "furloughed" or "leave of absence" employee of the Company, shall, upon his discharge and his receipt of a certificate of the satisfactory completion of his services and training issued pursuant to any such law, be accorded all rights, preferences and privileges accorded to such employee under any such law. The Company shall be entitled to rely upon any rulings or interpretations of the Selective Service System relating to the rights of service veteran employees, and any employee adversely affected by the action of the Company in following any such ruling or interpretation shall have no claim against the Company by reason thereof, but if the Company shall hereafter take any action in reliance upon any such ruling or interpretation which is subsequently finally determined to be erroneous, it shall make adjustments to conform to such determination as of the date thereof.

(b) Any regular employee of the Company who is an honorably discharged veteran of the Armed Forces may, in case of a future war involving the United States, enlist at any time, and upon completion of his or her service, be entitled to all benefits and privileges as provided in this Article and any future legislation passed by the United States Government.

(c) Any regular employee of the Company who is an honorably discharged veteran of the Armed Forces and who has established a pension right as a disabled veteran and who is required to have periodical physical examinations, shall be allowed time off with pay for such examinations, not to exceed one (1) day per year and upon presentation of evidence of his requirement to be away from work on a regular scheduled work day for such examination.

(d) An employee called for training duty or emergency duty shall be granted a leave for the period of such duty.

Section 9. Disability for Injury.

(a) Any employee who suffers a temporary disability as a result of an injury arising out of and in the course of his employment and for which he received compensation under the Worker's Compensation Law, shall, for a period not exceeding thirteen (13) weeks of disability, be paid a Rockwell Worker's Compensation supplement for all claims filed on or after 6/1/95. The total combination of state Worker's Compensation benefits and the Rockwell Worker's Compensation supplement will not exceed 100% of the employee's average weekly net base pay over the prior four weeks. If such injury results in a temporary disability otherwise compensable under the Worker's Compensation Law except for the fact that such disability is for a period of less than eight (8) calendar days, then such employee shall be paid for the full period of disability resulting from such injury and upon his recovery shall be returned to his former work if physically qualified and entitled thereto by reason of his seniority.

(b) Any employee who suffers a permanent disability as a result of an injury arising out of and in the course of his employment and for which he received compensation under the Worker's Compensation Law shall, for the period he is actually disabled from performing the regular duties of his employment but not exceeding thirteen (13) weeks, receive a Rockwell Worker's Compensation Supplement for all claims filed on or after 6/1/95. The total combination of state Worker's Compensation benefits and the Rockwell Worker's Compensation supplement will not exceed 100% of the Employee's average weekly net base pay over the prior four weeks.

(c) No compensation additional to that provided under the Worker's Compensation Law will be payable in case of death.

(d) In the event an employee is disabled because of an alleged work related injury and is denied Worker's Compensation benefits, he will be eligible for A&S benefits until the Worker's Compensation claim is finally determined or until the A&S benefit period is exhausted, whichever is sooner. If the Worker's Compensation claim is decided in favor of the employee, he shall repay the Company the difference between the amount received under A&S and the amount he would otherwise have been entitled to receive under this Article, if any, within a period not to exceed six (6) months from the date of settlement of his Worker's Compensation Claim.

Section 10. Severance Pay. Employees with ten (10) or more years' service terminating, at age fifty-five (55) or over, will be entitled to ten (10) weeks' severance pay. Such severance pay will be based on forty (40) hours per week at his/her actual basic hourly rate at time of termination. Severance pay will not be paid when termination results from death or discharge for cause or when the employee receives Plant Closing pay. **Per Letter of Understanding Pension Amendments 2008 Negotiations CSSIP ended for new hires after 2008 Negotiations.**

Section 11. Subpoenaed Witness. An employee of the Company who is subpoenaed to court to testify as a witness shall, upon submission of satisfactory proof, be granted paid, excused time off in the amount necessary to comply with such subpoena. The employee will be expected to return to work if excused from court at a time that would allow completion of at least half the regularly scheduled shift. The employee is required to submit verification of the time released from this judicial responsibility.

ARTICLE XXVI GENERAL PROVISIONS

Section 1. Notice. Whenever a notice is to be given under the terms of this Agreement, it shall be in writing. In the case of notice to employees, notices shall be sent by registered mail or personal messenger. Notice to the Union shall be addressed to the Union Office at the address furnished by the Union and notices to the Company shall be addressed to the Company plant located in Collin County, Texas.

Section 2. Transfer to Other Division of Company. No employee covered under the terms of this Agreement shall be required to accept a position outside the bargaining unit.

Section 3. Joint Meetings. To render this Agreement more effective, the parties hereto agree that there shall be a meeting between the representatives of the Company and representatives of the Union whenever such meetings shall be necessary for the basic purpose of promoting amicable relationship between the Company and the Union.

Section 4. Modifications and Amendments. Any modification, amendment, or interpretation of this Agreement, voluntarily agreed to and reduced to writing, signed by responsible officers of the Company, approved by the Union, and signed by responsible officers of the Union shall be binding on both the Company and the Union and any employee affected thereby.

Section 5. Compliance with Federal and State Laws. In the event any of the terms of this Agreement are affected by subsequent law or governmental decree, the terms of this Agreement shall be modified thereby. If any terms of this Agreement are found to be in violation of any State or Federal Law now existing, it shall in no way offset any other provisions of this Agreement.

Section 6. Supervisors Working. Executive, supervisory, and technical personnel shall not perform any work within the coverage of the contract except for the purpose of familiarizing themselves with production techniques and equipment, instructing, demonstrating, and in cases of emergency. Alleged violations of this provision may be protested and made subject of a grievance starting at Step 2.

Section 7. Discrimination or Partiality. Any case of alleged discrimination or partiality on the part of a supervisor toward any employee or group of employees shall be reduced to writing and presented as a grievance at Step 2 of the Grievance Procedure with the right to Step 3 and Arbitration.

Section 8. Work Sharing. In the event of the need for a substantial layoff of employees with twelve (12) or more month's seniority, the Company agrees to discuss with the Union the advisability of a shorter work week.

Section 9. Additional Work Shifts. In the event any additional shifts are started that are not covered by this Agreement the Company shall notify the Union and negotiate shift bonus and hours for such shifts.

Section 10. Safety Glasses. For employees who are required to wear safety glasses and who need

corrective lenses, the Company agrees to pay the full cost of lenses and frames purchased through the Company. Company agrees, if employee elects safety glasses with progressive lenses or magnifying reading lenses in lieu of standard corrective lenses, to pay for the cost difference up to a maximum of \$50. If such employees purchase corrective safety lenses and frames from other sources, the Company agrees to reimburse the full cost of such safety glasses but not to exceed the cost if those glasses had been purchased through the Company. To be eligible for reimbursement, the lenses and frames must comply with current OSHA requirements for industrial safety glasses. Each employee must furnish his own prescription.

Section 11. Educational Assistance. The Company will reimburse employees for 100% of tuition cost only for courses at an accredited college or university and subject to the following provisions:

- (a)** Registration in the course must be during the period this Agreement is effective.
- (b)** The employee must be actively employed on a full-time basis. Employees who, at time of registration, are on extended leave (30 days or longer), layoff, and/or probationary status are not eligible for educational assistance.
- (c)** The employee must submit to the Company a degree plan and a "Request for Educational Assistance" at time of registration; and must receive a passing grade and credit for the course towards a degree in Engineering, Physics, Chemistry, Mathematics, Business Administration or trade courses approved by the Company.
- (d)** Employees who quit, who are discharged, or who take extended leaves (30 days or longer) for reasons other than sickness will not be eligible for reimbursement.
- (e)** Reimbursement is limited to nine (9) credit hours a semester.
- (f)** The Company obligation extends only to 100% of tuition costs and lab fees. The employee must assume all other costs involved including, but not limited to, the cost of necessary text books, entrance examination fees, student activity fees, and any other costs that may be necessary.
- (g)** The Company will make reimbursement within thirty (30) calendar days after the employee has presented to the Company satisfactory evidence of compliance with these requirements.
- (h)** In the event an employee is eligible for benefits from any other source (except scholarships) the Company will reimburse the employee for the difference, if any, between those other benefits and the maximum payable under this Article.

ARTICLE XXVII RETIREMENT INCENTIVE

The COMPANY will offer an Early Retirement Incentive to IUE 86787 represented employees in Richardson who are eligible for retirement (age 55 with at least 10 years of service) as of the retirement date. The timing and duration of the Early Retirement Incentive will be subject to management discretion based on business needs. This letter of understanding will be retroactive to January 1, 2018.

- (a)** The COMPANY will provide 10 weeks of base pay in addition to the 10 week Significant Service Indemnity Pay for a total of 20 weeks. Eligible employees who took a lump sum payout of the CSSIP previously would be eligible for the 10 weeks base pay only.
- (b)** The employees must notify the COMPANY no later than August 30, 2018 and retire no later than December 31, 2018.
- (c)** The COMPANY will provide qualified employees with notice that they qualify instructions on how to apply for the Early Retirement Incentive and the deadline for application.

(d) The COMPANY reserves the right to determine how to backfill roles.

**ARTICLE XXVIII
TERMINATION, RENEWAL AND EFFECTIVE DATES**

This Agreement, when signed by the proper officials of the Company and the Union, shall become effective as of May 11, 2018, and shall continue to be in full force and effect up to and including May 7, 2021, and it shall automatically continue in full force and effect from year to year thereafter unless written notice is given by either party thereto to the other party at the address herein stated on or before sixty (60) calendar days prior to May 7, 2021, provided, however, that the termination date of this contract under such notice shall not be effective prior to May 7, 2021, or on or before sixty (60) calendar days prior to any annual expiration date occurring subsequent to May 7, 2021, requesting that the Agreement be terminated, modified or amended. In the event such written notice is given by either party hereto to the other requesting that the Agreement be terminated, modified or amended, the Agreement shall terminate on May 7, 2021, or on the first annual expiration date occurring after such notice and subsequent to May 7, 2021.

Upon receipt of such notice, a conference shall be held between the parties not more than sixty (60) days, but not less than forty (40) days, prior to the termination date of the Agreement to discuss such termination, modification or amendments.

IN WITNESS WHEREOF, the parties hereto have hereunto affixed their hands and seal this eleventh day of May, 2018.

FOR ROCKWELL COLLINS INCORPORATED

Mohammed Faizi
Director, Operations

Dion Stallings
Manager, Operations

Laura Patterson
VP, Total Rewards & Labor Relations

Nancy Wood
Pr. Labor Manager

Lisa Baker
Pr HRBP, Labor Relations

Taylor Klostermann
Human Resources

FOR LOCAL 86787
INTERNATIONAL UNION OF
ELECTRONIC, ELECTRICAL, SALARIED, MACHINE AND FURNITURE WORKERS-COMMUNICATIONS
WORKERS OF AMERICA,
AFL-CIO

_____ Tony Hayes
Int'l Representative

_____ Larry Smith
President

_____ Rick Morris
Vice President

_____ Corne (CJ) Jones
Day Chief Steward

_____ Jorge Callicutt
Chief Steward

_____ Jason McDuffie
Chief Steward

_____ Lawrence "Dale" Hobbs
Secretary Treasurer

_____ Margaret Kindle
Committeeperson

_____ Mae Webb
Committeeperson

| Wage Schedule | | | | |
|----------------------|--------------|---------------------------|---------------------------|--------------------------|
| Grade | Level | 5/12/2018 Rate | 5/11/2019 Rate | 5/9/2020 Rate |
| GRADE 01 | 01 | \$ 21.71 | \$ 22.36 | \$ 23.03 |
| GRADE 01 | 02 | \$ 21.98 | \$ 22.64 | \$ 23.32 |
| GRADE 01 | 03 | \$ 22.17 | \$ 22.84 | \$ 23.53 |
| GRADE 02 | 01 | \$ 22.17 | \$ 22.84 | \$ 23.53 |
| GRADE 02 | 02 | \$ 22.59 | \$ 23.27 | \$ 23.97 |
| GRADE 02 | 03 | \$ 23.04 | \$ 23.73 | \$ 24.44 |
| GRADE 03 | 01 | \$ 23.04 | \$ 23.73 | \$ 24.44 |
| GRADE 03 | 02 | \$ 23.30 | \$ 24.00 | \$ 24.72 |
| GRADE 03 | 03 | \$ 23.60 | \$ 24.31 | \$ 25.04 |
| GRADE 03 | 04 | \$ 23.89 | \$ 24.61 | \$ 25.35 |
| GRADE 04 | 01 | \$ 23.89 | \$ 24.61 | \$ 25.35 |
| GRADE 04 | 02 | \$ 24.32 | \$ 25.05 | \$ 25.80 |
| GRADE 04 | 03 | \$ 24.83 | \$ 25.57 | \$ 26.34 |
| GRADE 04 | 04 | \$ 25.29 | \$ 26.05 | \$ 26.83 |
| GRADE 05 | 01 | \$ 25.29 | \$ 26.05 | \$ 26.83 |
| GRADE 05 | 02 | \$ 25.82 | \$ 26.59 | \$ 27.39 |
| GRADE 05 | 03 | \$ 26.35 | \$ 27.14 | \$ 27.95 |
| GRADE 05 | 04 | \$ 26.88 | \$ 27.69 | \$ 28.52 |
| GRADE 06 | 01 | \$ 26.88 | \$ 27.69 | \$ 28.52 |
| GRADE 06 | 02 | \$ 27.56 | \$ 28.39 | \$ 29.24 |
| GRADE 06 | 03 | \$ 28.22 | \$ 29.07 | \$ 29.94 |
| GRADE 06 | 04 | \$ 28.94 | \$ 29.81 | \$ 30.70 |
| GRADE 07 | 01 | \$ 28.94 | \$ 29.81 | \$ 30.70 |
| GRADE 07 | 02 | \$ 29.56 | \$ 30.45 | \$ 31.36 |
| GRADE 07 | 03 | \$ 30.23 | \$ 31.14 | \$ 32.07 |
| GRADE 07 | 04 | \$ 30.93 | \$ 31.86 | \$ 32.82 |
| GRADE 08 | 01 | \$ 30.93 | \$ 31.86 | \$ 32.82 |
| GRADE 08 | 02 | \$ 31.46 | \$ 32.40 | \$ 33.37 |
| GRADE 08 | 03 | \$ 31.91 | \$ 32.87 | \$ 33.86 |
| GRADE 08 | 04 | \$ 32.47 | \$ 33.44 | \$ 34.44 |
| GRADE 08 | 05 | \$ 32.98 | \$ 33.97 | \$ 34.99 |
| GRADE 09 | 01 | \$ 32.98 | \$ 33.97 | \$ 34.99 |
| GRADE 09 | 02 | \$ 33.43 | \$ 34.43 | \$ 35.46 |
| GRADE 09 | 03 | \$ 33.97 | \$ 34.99 | \$ 36.04 |
| GRADE 09 | 04 | \$ 34.43 | \$ 35.46 | \$ 36.52 |
| GRADE 09 | 05 | \$ 35.01 | \$ 36.06 | \$ 37.14 |
| GRADE 10 | 01 | \$ 35.01 | \$ 36.06 | \$ 37.14 |
| GRADE 10 | 02 | \$ 35.48 | \$ 36.54 | \$ 37.64 |
| GRADE 10 | 03 | \$ 35.98 | \$ 37.06 | \$ 38.17 |
| GRADE 10 | 04 | \$ 36.47 | \$ 37.56 | \$ 38.69 |
| GRADE 10 | 05 | \$ 36.99 | \$ 38.10 | \$ 39.24 |

| Second Tier Wage Table | | | | | | |
|-------------------------------|--------------|-------------------------|------------------------|-------------------------|------------------------|------------------------|
| New Hires after 5/4/13 | | | | | | |
| Grade | Level | 5/12/18 Rate | 1/1/19 Rate | 5/11/19 Rate | 5/9/20 Rate | 1/1/21 Rate |
| GRADE 01 | 01 | \$14.58 | \$ 14.73 | \$ 15.17 | \$ 15.63 | \$ 15.79 |
| GRADE 01 | 02 | \$16.48 | \$ 16.64 | \$ 17.14 | \$ 17.65 | \$ 17.83 |
| GRADE 01 | 03 | \$18.46 | \$ 18.64 | \$ 19.20 | \$ 19.78 | \$ 19.98 |
| GRADE 02 | 01 | \$14.88 | \$ 15.03 | \$ 15.48 | \$ 15.94 | \$ 16.10 |
| GRADE 02 | 02 | \$16.74 | \$ 16.91 | \$ 17.42 | \$ 17.94 | \$ 18.12 |
| GRADE 02 | 03 | \$18.84 | \$ 19.03 | \$ 19.60 | \$ 20.19 | \$ 20.39 |
| GRADE 03 | 01 | \$15.43 | \$ 15.58 | \$ 16.05 | \$ 16.53 | \$ 16.70 |
| GRADE 03 | 02 | \$17.51 | \$ 17.69 | \$ 18.22 | \$ 18.77 | \$ 18.96 |
| GRADE 03 | 03 | \$19.58 | \$ 19.78 | \$ 20.37 | \$ 20.98 | \$ 21.19 |
| GRADE 04 | 01 | \$15.99 | \$ 16.15 | \$ 16.63 | \$ 17.13 | \$ 17.30 |
| GRADE 04 | 02 | \$18.03 | \$ 18.21 | \$ 18.76 | \$ 19.32 | \$ 19.51 |
| GRADE 04 | 03 | \$20.30 | \$ 20.50 | \$ 21.12 | \$ 21.75 | \$ 21.97 |
| GRADE 05 | 01 | \$16.86 | \$ 17.03 | \$ 17.54 | \$ 18.07 | \$ 18.25 |
| GRADE 05 | 02 | \$19.06 | \$ 19.25 | \$ 19.83 | \$ 20.42 | \$ 20.62 |
| GRADE 05 | 03 | \$21.50 | \$ 21.72 | \$ 22.37 | \$ 23.04 | \$ 23.27 |
| GRADE 06 | 01 | \$17.91 | \$ 18.09 | \$ 18.63 | \$ 19.19 | \$ 19.38 |
| GRADE 06 | 02 | \$20.34 | \$ 20.54 | \$ 21.16 | \$ 21.79 | \$ 22.01 |
| GRADE 06 | 03 | \$22.86 | \$ 23.09 | \$ 23.78 | \$ 24.49 | \$ 24.73 |
| GRADE 07 | 01 | \$19.17 | \$ 19.36 | \$ 19.94 | \$ 20.54 | \$ 20.75 |
| GRADE 07 | 02 | \$21.89 | \$ 22.11 | \$ 22.77 | \$ 23.45 | \$ 23.68 |
| GRADE 07 | 03 | \$24.61 | \$ 24.86 | \$ 25.61 | \$ 26.38 | \$ 26.64 |
| GRADE 08 | 01 | \$20.39 | \$ 20.59 | \$ 21.21 | \$ 21.85 | \$ 22.07 |
| GRADE 08 | 02 | \$23.43 | \$ 23.66 | \$ 24.37 | \$ 25.10 | \$ 25.35 |
| GRADE 08 | 03 | \$26.29 | \$ 26.55 | \$ 27.35 | \$ 28.17 | \$ 28.45 |
| GRADE 09 | 01 | \$21.66 | \$ 21.88 | \$ 22.54 | \$ 23.22 | \$ 23.45 |
| GRADE 09 | 02 | \$24.72 | \$ 24.97 | \$ 25.72 | \$ 26.49 | \$ 26.75 |
| GRADE 09 | 03 | \$28.04 | \$ 28.32 | \$ 29.17 | \$ 30.05 | \$ 30.35 |
| GRADE 10 | 01 | \$22.84 | \$ 23.07 | \$ 23.76 | \$ 24.47 | \$ 24.71 |
| GRADE 10 | 02 | \$26.27 | \$ 26.53 | \$ 27.33 | \$ 28.15 | \$ 28.43 |
| GRADE 10 | 03 | \$29.76 | \$ 30.06 | \$ 30.96 | \$ 31.89 | \$ 32.21 |

**SCHEDULE OF JOBS
CLASSIFIED INTO LABOR GRADE**

LABOR GRADE 1

331 Electro-Mechanical Assy. Operator
371 Facilities and Maintenance V

LABOR GRADE 3

306 Facilities and Maintenance IV
378 Stock Attendant

LABOR GRADE 4

301 Transport Equipment Operator
349 Assembly Inspection
364 Shipping Clerk

LABOR GRADE 5

385 Electro Mechanical Operator

LABOR GRADE 6

336 Electronics Test Technician
356 Material Mover
365 Electrical/Mechanical Inspector

LABOR GRADE 7

344 Lead Store Keeper
357 Lead Assembly Inspector
361 Lead Shipper
388 Electro/Mechanical Specialist

LABOR GRADE 8

313 Chemical Storekeeper
322 Metrology Test Technician
377 Lead Inspector /Shipping Inspector

LABOR GRADE 9

309 Senior Electrical Assembly
324 Metrology Test Technician II
358 Test Technician
368 Facilities and Maintenance II
369 Senior Mechanical Assembler
370 Electrical/Mechanical Lead Inspector

LABOR GRADE 10

300 Senior Test Technician
323 Metrology Senior Test Technician
367 Facilities and Maintenance I

APPENDIX "A"
CHECK-OFF AUTHORIZATION

Company _____
Plant _____ Date _____

I hereby authorize and direct you to deduct from my pay and remit to Local 86787, International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers-Communications Workers of America, AFL-CIO, CLC, a sum equal to my weekly union membership dues and initiation fee.

This Authorization and Direction shall be irrevocable until a date one year from the effective date hereof or until the date on which the current agreement between the Company and the Union is terminated, which-ever is the earlier. I agree and direct that this Authorization and Direction shall be automatically renewed and shall be irrevocable for successive periods of one (1) year each from the effective date hereof, or for the period of each succeeding applicable collective Agreement between the Company and the Union, whichever period is the shorter, unless a notice of revocation by individual registered mail is given by me to the Company and the Union post-marked not more than twenty (20) days and not less than ten (10) days, prior to the expiration date of each period of one year, or the termination date of each applicable Agreement between the Company, and the Union, whichever date is earlier.

This Authorization and Direction supersedes all previous Authorization and Directions. Local Union 86787,

Signature _____
WITNESS _____

**INTERNATIONAL
UNION OF ELECTRONIC, ELECTRICAL, SALARIED, MACHINE AND FURNITURE WORKERS-
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC**

I hereby request and accept membership in the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers-Communication Workers of America, AFL-CIO, CLC, and hereby authorize the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers – Communications Workers of America, AFL-CIO, CLC, its agents and representatives to act for me as my collective bargaining representative in all matters pertaining to rates of pay, hours of employment, or other conditions of employment, and to negotiate and enter into contracts with my employer covering all such matters. It is agreed that such membership shall be in accordance with the provisions of Local 86787 Constitution.

Print Name _____
Date _____
Personnel No. _____
Address _____
City _____
State _____ Zip Code _____
Home Phone (____) _____
S.S. # _____

Employed By:
Company _____
Date Hired _____
Signature _____
Initiation \$ _____ Pd.
Witness _____

This authorization supersedes any and all other authorizations of prior date.

Dues are not deductible charitable contributions for Federal Income Tax purposes, but may qualify as a deductible business expense subject to IRS restrictions.

TO _____, EMPLOYER

I hereby assign, from my earnings now or hereafter payable to me from the Employer, to Local 86787 of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers-Communication Workers of America, AFL-CIO, a sum equal to Union membership dues and, if owing by me, an initiation fee, as certified to the Employer by the Local.

This Agreement and Authorization is voluntarily made in consideration of the costs of representation and collective bargaining and is not contingent upon my membership in the Union.

Pursuant to this assignment and irrespective of my present or future membership status in the Union, I authorize and direct you to deduct, while I am employed in the represented bargaining unit of the Employer, such a sum equal to membership dues and, if owing by me, an initiation fee, as certified to the Employer by the Local.

Regardless of my membership status, this Assignment and Authorization shall be irrevocable until a date of one year from its effective date, or until the date on which the current collective bargaining agreement between the Employer and the Union is terminated, whichever is earlier. I agree and direct that this Assignment and Authorization shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year each from the effective date, or for the period of each succeeding applicable collective bargaining agreement between the Employer and the Union, whichever period is shorter. This Assignment and Authorization may only be revoked by written notice by individual registered or certified mail, given by me to the Employer and the Union, postmarked not more than twenty (20) days and not less than ten (10) days prior to the expiration date of each one-year period, or the termination date of each applicable collective bargaining agreement between the Employer and the Union, whichever date is earlier.

This Authorization and Assignment supersedes all previous Authorizations and Assignments.
_____ SIGNATURE OF EMPLOYEE

APPENDIX "B"
LETTERS OF UNDERSTANDING

LETTER OF UNDERSTANDING
GAINS SHARING

It is recognized by both parties that Gains Sharing serves to satisfy the combined needs of the employees, the business, and the customer. It is further recognized that Gains Sharing is a system, based on mutual trust, which allows for employees to become knowledgeable business partners and share in the results of their collective efforts. Gains Sharing serve to enhance job security and maintains the long term viability of our business through the improved ability to produce quality products at competitive prices.

The parties, in support of the Gains Sharing concept, will jointly develop and communicate Gains Sharing plans that are responsive to the needs of their business. These plans will be reviewed by both parties and if deemed appropriate will be implemented by October 1, 1989.

LETTER OF UNDERSTANDING
TRAINING/RETRAINING

During the 1985-86 negotiations, the parties discussed training/-retraining as a job security issue and reached the following Understanding:

It is the intent of the Company to provide training opportunities for employees, to minimize the impact to both the Company and the employee, in the event that employees may be displaced due to automation.

In interpreting and applying the Understanding, the following specific points reflect the intent of the parties:

1. These provisions will apply to those employees laid off as a result of automation.
2. The specific provisions for training will be determined and implemented by the individual parties to the various local labor agreements.
3. Training which is provided will be for existing bargaining unit work.
4. The provisions of this Agreement apply to employees displaced due to automation on or after November 1, 1985.

LETTER OF UNDERSTANDING
EMPLOYEE DEVELOPMENT INVOLVEMENT
April 25, 1995

The Company and the Union agree that employee development is critical to the success of the businesses.

Accordingly, the Company and its Unions will review and develop programs that will enhance the skills of its employees. The parties at each location will perform a review of future skills needs and will then determine how existing skills can be upgraded to fill these requirements. In doing so, the parties recognize that the establishment of employee development programs will be done within the budgets available at each location.

The Union and the Company, by mutual agreement, may determine a need and use for government supported training funds. Should such an agreement be made, the Union and the Company will jointly apply for these funds?

It shall be the responsibility of the Company and the Union at each location to implement the principles

established in this Agreement in a manner that reflects their mutual interest on this subject. All employee development programs will be reviewed periodically by the Joint National Committee.

LETTER OF UNDERSTANDING PREFERENTIAL HIRING

During the 1985-86 negotiations, the parties discussed preferential hiring as a job security issue and reached the following Understanding:

The Company agrees that employees laid off from one represented facility* will be given preference for jobs for which qualified, at other represented facilities.

*Within this coordinated bargaining structure.

In interpreting and applying the Understanding, the following specific points reflect the intent of the parties:

1. Consideration for re-employment will be given to a represented employee who is placed on layoff and applies at another location covered by this coordinated bargaining structure.
2. Employees hired under this provision will be governed by the terms and conditions of the labor agreement at the hiring locations.
3. The provisions of this Agreement apply to employees laid off on or after November 1, 1985.

LETTER OF UNDERSTANDING SEVERANCE PAY

During the 1985-86 negotiations, the parties discussed severance pay as a job security issue and reached the following Understanding:

Employees with ten (10) or more years of service who retire or who are involuntarily laid off at age fifty-five (55) and over will be entitled to a one (1) time severance of the ten (10) week's pay. Such severance pay will be based on forty (40) hours per week at their actual basic hourly rate at time of termination. Severance pay will not be paid when termination results from death, discharge for cause, or voluntary resignation.

In interpreting and applying the Understanding, the following specific points reflect the intent of the parties:

1. This provision will not be coupled to pension provisions.
2. Severance payments will be considered credited earnings for the purpose of retirement calculations, with the exception of Toronto.
3. The payment of a severance amount does not delay the effective date of retirement.
4. Severance pay shall be in a lump sum amount.
5. For the purposes of this Agreement service shall mean vesting service.
6. The language will apply at each location as illustrated in the following attachment.
7. The provisions of this Agreement apply to employees who retire or are involuntarily laid off on or after November 1, 1985.

LETTER OF UNDERSTANDING OUTPLACEMENT

During the 1985-86 negotiations, the parties discussed Outplacement as a job security issue and reached the following Understanding:

The Company agrees to provide an Outplacement Assistance Program for laid off employees that will include:

Resume writing assistance

Job placement assistance

Interviewing techniques

Counseling

In interpreting and applying the Understanding, the following specific points reflect the intent of the parties:

1. Outplacement services will only be provided by the Company to employees who are placed on layoff.
2. Outplacement services are intended to assist employees in their efforts to find other employment.
3. Counseling will include referral to any applicable federal and state job retraining services.
4. Participation in this program is voluntary.
5. The provisions of this Agreement apply to employees laid off on or after November 1, 1985.

LETTER OF UNDERSTANDING MEDICAL SLIDE-IN

During the 1985-86 negotiations, the parties discussed medical coverage "slide-in" as a job security issue and reached the following Understanding:

The Company agrees to maintain retirement medical benefit eligibility for employees laid off at age fifty (50) with ten (10) or more years of service. Such benefit will be the same as had the employee retired from active employment and will become effective upon retirement.

In interpreting and applying the Understanding, the following specific points reflect the intent of the parties:

1. To be eligible for consideration an employee must meet all of the following conditions:
 - Laid off
 - Between ages 50 and 55
 - 10 or more years of vesting service
2. The medical insurance benefit involved is the one normally in effect at time of retirement and the commencement of benefits at age 55 or older.
3. The purpose of this understanding is to allow those who meet all of the conditions outlined above to obtain medical insurance upon the later commencement of retirement benefits.
4. The provisions of this Agreement do not apply in Toronto, Canada.

5. The provisions of this Agreement apply to eligible employees laid off on or after November 1, 1985.

**LETTER OF UNDERSTANDING
PLANT CLOSURE**

During the 1985-86 negotiations, the parties discussed Plant Closure as a job security issue and reached certain Understandings:

The Company will endeavor to give the Union and employees as much advance notice as possible of plant closure. In no event will there be less than 90 days advance notice. In addition, employees who are laid off as a result of the closure will receive one (1) week of severance pay for each one (1) year of service up to a maximum of ten (10) weeks. Employees eligible for both the severance and plant closure provisions of this Agreement will receive a single, ten (10) week payment. Preferential hiring within this coordinated bargaining structure, outplacement assistance, and medical "slide-in", if applicable, will also be afforded. In interpreting and applying the Understanding, the following specific points reflect the intent of the parties:

1. The severance payment will be a one-time lump sum payment based on forty (40) hours at the employee's base hourly rate in effect at time of layoff.
2. The applicable federal statutes govern plant closure matters in Toronto, Canada.
3. The provisions of this Agreement apply to employees laid off on or after November, 1985.

During the 1995 negotiations, the parties agreed to modify the foregoing Letter of Understanding "Plant Closure" as follows:

In the event of a plant closing, severance pay shall be increased in the amount of one week of pay for every five years of service in excess of ten years up to three additional weeks capped at 13 weeks.

- 15 or more, and less than 20 years of service = 11 weeks
- 20 or more, and less than 25 years of service = 12 weeks
- 25 or more years of service = 13 weeks

This does not change that language as it applies to the ten week CSSIP.

Employees may receive CSSIP OR plant closing severance pay but not both.

**LETTER OF UNDERSTANDING
VOLUNTARY LAYOFF**

During the 1985-86 negotiations, the parties discussed voluntary layoff as a job security issue and reached the following Understanding:

Employees exercised, regardless of seniority, will have the option to be voluntarily laid off. Before the option is taken, employees will be advised as to whether or not the layoff is permanent. Employees laid off under this provision shall be allowed to indicate recall preference at any time.

In interpreting and applying the Understanding, the following specific points reflect the intent of the parties:

1. The provisions of this Understanding will apply only to those who have been directly displaced from their jobs.

2. Employees who elect a voluntary layoff will be recalled only to available openings for which they are qualified and for which they have designated.
3. The recall provisions of the applicable Labor Agreements will apply.
4. The provisions of this Agreement become effective November 1, 1985.

During the 2003 negotiations, the parties agreed to add the following consideration to this Letter of Understanding:

5. Employees accepting voluntary layoff after May 2, 2003 can return from lay-off after six (6) months regardless of whether an opening exists or not (seniority providing).

**LETTER OF UNDERSTANDING
METROLOGY LABORATORY
NOVEMBER 1, 1985**

Pursuant to discussions between the Company and Union regarding Metrology Laboratory (Shiloh), it is agreed as follows:

1. Maintenance, calibration, measuring, adjusting and repair of electrical and mechanical instruments which are designated as Measuring and Test Equipment (M&TE) for use by Manufacturing B/U personnel will be accomplished by Metrology Lab B/U personnel.
2. Due to the current workload, initial bargaining unit manning in the Metrology Lab will be three (3) employees. This initial manning will be two (2) each LG 08's and one (1) LG 10. It is understood that a reduction-in-force and/or change in equipment responsibility could affect this manning.
3. Labor Grade 08, Job Code 358 Test Technician shall be cross-qualified with Labor Grade 08 Metrology Laboratory. Labor Grade 08, Job Code 322, shall be placed at the base of Labor Grade 09 according to the schedule of wage rates depicted in the current bargaining agreement after satisfactorily completing one (1) full year in the Metrology Laboratory as a Labor Grade 08.
4. Movement and use of Met Lab measurement standards, lab equipment and parts shall be utilized by both the non B/U and B/U technicians and shall not be precedent setting.
5. First Build.

"The first test fixtures for prototype products of any kind may be built by engineering when design effort is required prior to release to production. If the product is released to production before a test fixture is built, the test fixture may be built by engineering unless the test fixture design effort is complete with accompanying schematics, list of materials, mechanical layouts, etc., in which case B/U employees will build the fixtures for the production units. If additional test fixtures of the same design are needed to test production units, those fixtures will be built by B/U employees from documentation furnished by design engineering. Test fixtures built by engineering may be used to test product units."

6. Maintenance and Repair of Test Fixtures.

"After a product is released to production B/U employees will maintain and repair the test fixtures where documentation is available. If documentation is not available, engineering may perform maintenance and repair of the test fixture with a B/U employee who will participate to the degree necessary for future maintenance."

**LETTER OF UNDERSTANDING
OUTSOURCING NOTIFICATION**

April 25, 1995

The businesses that form Rockwell Electronics and the Unions that represent bargaining unit employees within those businesses have jointly agreed to work toward establishing and maintaining a relationship that is based on cooperation, communication and mutual trust. The foundation of this relationship is the recognition that the Company and the Union are joint partners in the success of the businesses. In order for this relationship to continue to evolve and flourish, both parties must actively seek opportunities for joint involvement in proactively addressing and resolving the competitive issues that each business will face.

Therefore in situations where the company cannot continue to competitively perform work in-house, they will meet with the Union to jointly explore viable alternatives to outsourcing. No work currently being performed in-house by bargaining unit employees will be outsourced unless the Company and Union have met and the union is given every opportunity to have input into the decision.

The purpose of these discussions will be to present the Company's needs for its considered action. The Union and the Company will then enter into discussions to jointly determine if there are any opportunities available to the parties that would preclude the need for this action.

**LETTER OF UNDERSTANDING
OUTSOURCING DISCUSSIONS
APRIL 28, 1992**

The Company and the Union recognize that the job security of all employees can be enhanced by improving the competitiveness and efficiency of the business. For this purpose, the parties have agreed during recent negotiations to meet and discuss the subject of outsourcing, or other viable alternatives, that will improve the competitiveness of custodial and grounds maintenance work.

LETTER OF UNDERSTANDING

Effective December 21, 1990 the Company will institute a new Labor Grade 5 titled Electro Mechanical Operator. It is understood the Company is proposing a job which would enhance the competitiveness and versatility needed for this facility. It is also understood the job will not have an evaluation by the PAQ procedure per Article XIX, Section 11. If you and your committee are in agreement with this proposal, please sign below.

The following represents the job duties for this position:

Under general supervision, performs mechanical and electrical assembly modifications, fabrications, set-ups, installations, repairs and rework after inspection or test.

Works from drawings, sketches, procedures, blueprints, written or oral instructions. Must have working knowledge of electrical assembly from parts to final assembly. May be required to perform modifications and repair of errors made by employees in this classification during assembly or following rejection by inspection or test. May be required to perform duties involved in post coating of electrical assemblies. May be required to maintain supplies and parts for assemblies and perform any paperwork required.

May consult with higher graded assembly operators on assembly procedures/products or status of material. Must be familiar with workmanship standards. May direct lower graded assembly operators.

The minimum requirements for this job also are attached.

**LETTER OF UNDERSTANDING
OVERTIME WORK**

It is understood that when the word "report" appears in this Collective Bargaining Agreement, where

applicable, it means to work the accepted scheduled hours. The Company understands there may be emergencies that may not allow employees to work the full accepted overtime assignment; these emergencies will be reviewed on a case by case basis.

Letter of Understanding Business Review Committee (2013)

The National Business Review Committee will meet not less than once every 12 months, unless otherwise agreed, at a mutually agreed upon location.

NBRC meetings are to provide education, partnership, input and recommendations regarding such topics as:

Benefit cost trends compared to projections

Benefit vendor performance

Communication plans

Benefits vendor selection processes

Benefits utilization data

General employee company/union business

Other national mutual business interest

The parties will also utilize the NBRC to work together to ensure the success of Rockwell Collins and the local unions by:

Continuing to improve relationships between the Company and Unions

Driving necessary change to enhance innovation, strategic planning and customer focus

Making sound business decisions

Adding value to both the company and unions

Executing the mutually agreed upon plans

The composition of the NBRC will included up to two Union representatives from each of the three sites covered by these collective bargaining agreements. The company will pay the travel and hotel cost for one Union representative from each local. An International Representative from each of the respective Unions may attend.

No discussions or actions of the committee will be the basis for a grievance, arbitration, unfair labor practice charge or any other legal proceeding by either party. No changes will be implemented by this National Business Review Committee unless they have been mutually agreed to by all participants. However, the formation of this committee will not prevent the Union from filing grievances on any provisions contained in the CBA.

Letter of Understanding Pension Amendments 2008 Negotiations

Put in place a permanent 3% increase on the pre 92 benefit after the retirement window option expires

End CSSIP for new hires. Give every employee who does not elect the retirement window program the option to receive net present value of their existing CSSIP

This will be a onetime option lasting no more than 90 days. Payment will be made in January 2009

The amount may be placed into their 401K but it is not eligible for Company match Employees at least age 55 and 10 years of service who do not elect retirement will receive the 10 weeks' pay, if they so choose.

Change the 401K plan to 50% company match on 6% of base salary and overtime.

Implement auto sign-up at 1% with automated increases annually.

Extend the Fidelity Financial Engines program to bargaining unit employees.

**Letter of Understanding
Payroll Administration
2008 Negotiations**

Implement direct deposit and electronic check processing with electronic funds transfer (EFT) or debit account (check stub viewed in the payroll portal) for all bargaining unit employees

All employees paid by Thursday at midnight

If an employee is shorted more than 4 hours

In total on a paycheck, Payroll will cut an additional Check

If an employee is overpaid, the Company will provide 24 hour notice prior to recovering the Funds

Implementation must be after non-bargaining unit employees

Implement bi-weekly payroll processing by May, 2009

Offer one week loan to payback within one year

Union President will be given 60-90 days' notice of the implementation

Implementation must be after non-bargaining unit employees

**LETTER OF UNDERSTANDING
ETOP
April 26, 2003**

During the 2003 contract negotiations between the UNION and the COMPANY, the Parties discussed the formation of Joint Education Committees (JEC) to explore training programs and facilities at Cedar Rapids, Coralville and Richardson. Both Parties recognize the value of a workforce which is continually learning new knowledge, skills and abilities.

To this end, each location will form a JEC, no later than September 30, 2003. Each JEC will develop a charter and operating guidelines, consistent with this Letter of Understanding. The size and makeup of each JEC will be left to the local parties. Each JEC will investigate the feasibility of programs, such as the IBEW's ETOP, for application at their respective sites.

It is understood that economic conditions govern the extent of training programs. The commitment of the Parties to training does not infringe upon the COMPANY's right to discontinue training when it causes an economic hardship on the COMPANY. This being the case, the Parties agree to pursue this effort.

**LETTER OF UNDERSTANDING
ENTRY LEVEL RATE STRUCTURE
2003 NEGOTIATIONS**

During the term of the 2003 contract, when an entry level rate structure is needed for JC 331 (LG1), the Company and Union agree to discuss and negotiate a competitive wage rate for the entry level job code; also to discuss and negotiate additions to the core group.

**LETTER OF UNDERSTANDING
FMLA
April 29, 2003**

The parties agree that absenteeism in any form, including Family Medical Leave (FMLA), represents a cost and drag on productivity, and both will endeavor to promote attendance at work. Going forward the Company agrees that the employee will no longer be required to use vacation during their FMLA leave.

Concurrent with this change, Workers' Compensation leave will be counted as FMLA, the same as for A&S leaves.

The Union and the Company will discuss changes in the FMLA law that would require pay for FMLA leave.

**LETTER OF UNDERSTANDING
A&S INSURANCE
AUGUST 11, 2009**

During the course of 2008 local negotiations, the Union and company agreed to expand a&s coverage. the language change was broad and ambiguous. for clarification, A&S coverage does not cover employees on educational or military leave.

The expansion of A&S coverage was for employees on union business or employees on FMLA or personal leaves less than 30 days who become sick or injured while being a caregiver to an immediate family member.

Employees on Union Business covered in Article xxv section 59(A) are not eligible for a&s coverage.

**APPENDIX "C"
LETTERS OF AGREEMENT**

**LETTER OF AGREEMENT
JANITORIAL WORK
APRIL 25, 1995
Amended 2008 Negotiations**

The company will outsource all janitorial work required to service the bargaining unit area. Employees' assigned to janitorial positions 306 and 371 as of May 1, 1995, will be reassigned to Assembly in the 331 job code. Job code 306 incumbents will be red circled at labor grade 3 pay.

If a bargaining unit reduction in force reduces the number of bargaining unit employees below the bargaining unit headcount of 100, the company will repost job code 306 and job code 371 positions up to a maximum of five positions, as required to service the bargaining unit area.

**LETTER OF AGREEMENT
CHRISTMAS BONUS
2008 Negotiations**

In lieu of the Company's \$500 Christmas Bonus donation to the "Helping Hands" drive for needy families, the Company will donate \$15 per employee and match \$15 per employee made in the name of IUE-CWA Local 86787 employees.

**LETTER OF AGREEMENT
LOCAL ISSUES**

The Company agrees that production test equipment normally used by Bargaining Unit Employees also shall normally be calibrated and maintained by Bargaining Unit Employees.

It is also understood and agreed both parties will meet as soon as practical to resolve any issues associated with this Agreement.

**LETTER OF AGREEMENT
JOB PROMOTION**

If it is determined an employee performing work is not properly classified to perform the work it is understood the Company will assign a properly classified person to do the work in accordance with Article XXI, Section 8.

**LETTER OF AGREEMENT
NEW HIRE ORIENTATION**

For the purpose of providing a more informative new hire orientation program in the area of work rules, attendance policies, i.e., a representative of the Union will be permitted to participate in these programs for employees recognized by the Collective Bargaining Agreement.

**LETTER OF AGREEMENT
ANTI-DRUG AND ALCOHOL ABUSE PROGRAM**

Both the Company and Union recognize that it is of mutual benefit to maintain a drug-free environment. With this in mind, the parties agree to meet and develop a program by November 1, 1989 which will promote early recognition and rehabilitation, and conform to government and customer directives as a contractor in good standing.

**ROCKWELL INTERNATIONAL
CCSD AND I.U.E. - 1992 NEGOTIATIONS**

Electro-Mechanical Assembly Operator

The Company agrees to accept Union Proposal 1, as follows:

Create an Electro-Mechanical Assembly Operator, labor grade one.

Provide that existing assembly operators as of February 1, 1992 shall not be reduced or laid off unless all labor grade ones are laid off.

Provide that in the event of a recall of employees from layoff, the assembly operators as of February 1, 1992 would be recalled before any labor grade ones would be recalled.

Anyone currently laid off will be notified in writing that they will be qualified for the new Electro-Mechanical Assembly Operator and those who wish to be recalled will be recalled in seniority order. A list of those not responding will be provided to the Union.

**ROCKWELL INTERNATIONAL
CSD AND I.U.E. Local 787
1995 NEGOTIATIONS**

Rockwell International, Communication Systems Division ("Company") and International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers Local 787 ("Union") agree to the following in reference to an Electronics Technician, Labor Grade Six (6) position. This agreement will replace, in its entirety, Union Proposal IX as agreed and incorporated into the Collective Bargaining Agreement during 1992 negotiations.

Create an Electronics Technician, Labor Grade six (6). Provide that existing test technicians, as of February 1, 1992 shall not be reduced or laid off unless all Labor Grade six (6) test technicians have been deleted or laid off.

Labor Grade eight (8) or ten (10) test technicians who leave employment will be reposted if there are any Labor Grade six (6) test technicians in the classification at that time.

The total number of Labor Grade six (6) test technicians shall never exceed twice (2x) the combined total of Labor Grade eight (8) and Labor Grade test (10) test technicians.

Labor Grade six (6) test technicians recalled or hired from outside will be qualified for Labor Grade eight (8) test technicians. Date: 1/20/95 2:05 p.m.

**LETTER OF AGREEMENT
ELECTRONICS TECHNICIAN
LABOR GRADE (6) SIX
1998 NEGOTIATIONS**

Rockwell-Collins, Incorporate ("Company") and International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers Local 787 ("Union") agree to the following in reference to an Electronics Technician, Labor Grade Six (6) position. This agreement will replace, in its entirety, Union Proposal IX as agreed and incorporated into the Collective Bargaining Agreement during 1992 negotiations.

Create an Electronics Technician, Labor Grade six (6). Provide that existing test technicians, as of February 1, 1992 shall not be reduced or laid off unless all Labor Grade six (6) test technicians have been deleted or laid off.

Job Code 336's hired or qualified after May 1, 1998, and current 336 labor grade (6's) to progress to the top of labor grade (8) after 130 weeks. Current affected employees will be adjusted accordingly.

The total number of Labor Grade six (6) test technicians shall never exceed twice (2x) the combined total of Labor Grade eight (8) and Labor Grade ten (10) test technicians.

**LETTER OF AGREEMENT
Entry Level Rate Structure
7/30/97**

In an effort to increase the job security of bargaining unit employees by improving CSD's ability to capture new production business, I.U.E Local 787 and Rockwell agree to the following:

1. The Entry Level Rate Schedule for any Electro-Mechanical Assembly Operator JC 331, (LG1) hired after July 31, 1997 shall be as follows:

| EL Base | EL 13 Weeks | EL 26 Weeks | EL 39 Weeks |
|--------------------|----------------------------|----------------------------|----------------------------|
| 7.00 | 7.27 | 7.54 | 7.81 |

| ARS 52 Weeks | ARS 65 Weeks | ARS 78 Weeks | ARS 91 Weeks | ARS 104 Weeks |
|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------------------|
| 8.08 | 8.61 | 9.16 | 9.68 | 10.21 |

2. Upon completion of the ARS employees will progress through the normal rate structure for labor grade 1 positions.

3. Employees shall not be eligible for any contractual General Wage Increase until they have completed their progression through EL.

4. Employees shall complete a 90 day probationary period.

5. The company will maintain the current number of LG 7's (388) and 9's (309, 369) and a minimum of five (5) LG 5's (385) as attrition occurs, unless all LG 1's are laid off. This provision is intended to provide growth opportunity for lower labor grades per the contract.

6. The following language will be deleted from the Letter of Agreement "Janitorial Work" dated April 25, 1995: "for the term of the current CBA."

7. Art XIX section 3d will be waived for LG 1 new employees hired until after May 2, 2001.

**LETTER OF AGREEMENT
Entry Level Rate Structure
June 8, 1999**

The following letter of agreement in its entirety will be in effect from June 21, 1999 until May 2, 2003.

In a continuing effort to increase the job security of bargaining unit employees by improving CSD's ability to capture new production business, I.U.E Local 787 and Rockwell agree to the following:

1. The Entry Level Rate Schedule for any Electro-Mechanical Assembly Operator JC 331, (LG1) shall be as follows:

| | | | |
|-------------------|--------------------------|--------------------------|--------------------------|
| EL Base | EL 13 Weeks | EL 26 Weeks | EL 39 Weeks |
| \$7.81 | \$8.04 | \$8.27 | \$8.50 |

| | | | | |
|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|
| ARS 52 Weeks | ARS 65 Weeks | ARS 78 Weeks | ARS 91 Weeks | ARS 104 Weeks |
| \$8.73 | \$9.31 | \$9.91 | \$10.46 | \$11.04 |

2. Upon completion of the ARS employees will progress through the normal rate structure for labor grade 1 positions.
3. Employees shall not be eligible for any contractual General Wage Increase until they have completed their progression through EL.
4. Employees shall complete a 90 day probationary period.
5. The company will maintain fifteen (15) LG 7's (388) and three (3) LG 9's (1-309, 2-369) holding to the number of those positions as of July 31, 1997, as well as a minimum of five (5) LG 5's (385) unless all LG 1's are laid off. This provision is intended to provide growth opportunity for lower labor grades per the contract.
6. Art XIX section 3d will be waived for LG 1 new employees hired after June 8, 1999.
7. This letter of agreement signed June 8, 1999 voids letter of agreement EL Rate Structure dated July 30, 1997.

**LETTER OF AGREEMENT
Entry Level Rate Structure
May 3, 2003**

The following letter of agreement in its entirety will be in effect from May 3, 2003 through the term of this agreement.

In a continuing effort to increase the job security of bargaining unit employees by improving Rockwell Collins - Richardson's ability to capture new production business, I.U.E-C.W.A, Local 787 and Rockwell Collins agree to the following:

1. The Entry Level Rate Schedule for any Electro-Mechanical Assembly Operator JC 331, (LG1) shall be as follows:

| | | | |
|-------------------|--------------------------|--------------------------|--------------------------|
| EL Base | EL 13 Weeks | EL 26 Weeks | EL 39 Weeks |
| \$7.85 | \$8.08 | \$8.31 | \$8.64 |

| | | | | |
|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|
| ARS 52 Weeks | ARS 65 Weeks | ARS 78 Weeks | ARS 91 Weeks | ARS 104 Weeks |
| \$10.25 | \$10.94 | \$11.64 | \$12.29 | \$12.96 |

2. Upon completion of the ARS employees will progress through the normal rate structure for labor grade 1 positions.

3. Employees shall not be eligible for any contractual General Wage Increase until they have completed their progression through EL.
4. Employees shall complete a 90 day probationary period.
5. The company will maintain fifteen (15) LG 7's (388) and three (3) LG 9's (1-309, 2-369) holding to the number of those positions as of July 31, 1997, as well as a minimum of five (5) LG 5's (385) unless all LG 1's are laid off. This provision is intended to provide growth opportunity for lower labor grades per the contract.
6. Article XIX section 3d will be waived for LG 1 new employees hired after May 2, 2003.
7. This letter of agreement signed May 3, 2003 voids letter of agreement EL Rate Structure dated June 8, 1999.

**LETTER OF AGREEMENT
Entry Level Rate Structure
March 1, 2004**

The following letter of agreement in its entirety will be in effect from March 1, 2004 through the term of the agreement.

In a continuing effort to increase the job security of bargaining unit employees by improving Rockwell Collins – Richardson's ability to capture new production business, IUE/CWA, Local 787 and Rockwell Collins agree to the following:

1. The Entry Level Rate Schedule (ELRS) for any Electro-Mechanical Assembly Operator JC 331, (LG1) shall be as follows:

| EL Base | EL 13 Weeks | EL 26 Weeks | EL 39 Weeks |
|--------------------|----------------------------|----------------------------|----------------------------|
| \$8.05 | \$8.70 | \$9.35 | \$10.00 |

2. Upon completion of 52 weeks in the ELRS, employees will automatically progress to the bottom of the Alternative Rate Structure (ARS) that is in effect at that time.
3. Upon completion through the ARS, the employees will progress through the normal rate structure for labor grade 1 positions.
4. Beginning in 2005, contractual General Wage Increases will be applied to the ELRS.
5. Employees shall complete a 90 day probationary period.
6. The company will maintain fifteen (15) LG 7's (388), and three (3) LG 9's (1-309, 2-369, holding to the number in those positions as of July 31, 1997, as well as a minimum of five (5) LG 5's (385) unless all LG 1's are laid off. This provision is intended to provide growth opportunity for lower labor grades per the contract. In addition, once the company begins hiring employees under this Letter of Agreement, the company will agree to hold to the same number of Facilities and Maintenance operator positions that are then held until such time as all LG 1's hired under this agreement have been laid off.
7. Art XIX section 3d will be waived for LG 1 new employees hired after March 1, 2004.
8. This letter of agreement signed in effect March 1, 2004 voids letter of agreement EL Rate Structure dated May 3, 2003.

**LETTER OF AGREEMENT
Entry Level Rate Structure
March 27, 2004**

The following letter of agreement in its entirety will be in effect from March 27, 2004 through the term of the agreement. In a continuing effort to increase the job security of bargaining unit employees by improving Rockwell Collins- Richardson's ability to capture new production business, IUE/CWA, Local 787 and Rockwell Collins agree to the following:

1. The Entry Level Rate Schedule (ELRS) for any Electro-Mechanical Assembly Operator JC331, (LG1) shall be as follows:

| ELRS Base | ELRS 26 Wks | ELRS 52 Wks | ELRS 78 Wks |
|---------------------|-----------------------|-----------------------|-----------------------|
| 8.50 | 8.93 | 9.37 | 9.84 |

| ELRS 104Wks | ELRS 156 Wks | ELRS 208 Wks | ELRS 260 Wks |
|-----------------------|------------------------|------------------------|------------------------|
| 10.33 | 11.39 | 11.96 | 12.50 |

2. Upon completion of 60 months (260 weeks) in the ELRS, employees will automatically begin receiving annual general wage increases in accordance with the schedule set forth in Art XIX, section I, of the Collective Bargaining Agreement.
3. Employees shall complete a 45 day probationary period.
4. The company will maintain (15) f LG 7's (388), and (3) LG 9's (1-309, 2-369, holding to the number in those positions as of July 31, 1997, as well as a minimum of five (5) LG 5's (385) unless all LG 1's are laid off. This provision is intended to provide growth opportunity for lower labor grades per the contract.
- ~~5.~~ Demos will be given for Labor grade 5 and Labor grade 7 Jobs.
6. Furthermore, once the company begins hiring employees under this Letter of Agreement, the company will agree to hold to the same number of Inspectors and Facilities and Maintenance operator positions that are then held until such time as all LG 1's hired under this agreement have been laid off.
7. Art XIX section 3d will be waived for LG 1 new employees hired after March 27, 2004.
8. This letter of agreement signed in effect March 29, 2004 voids letter of agreement EL Rate Structure dated March 1, 2004.

The union and the Company will agree to negotiate to retain a competitive position relating to the economy and other domestic Rockwell facilities if the need arises.

LETTER OF AGREEMENT

**Entry Level Rate Structure
November 27, 2006**

1. The Entry Level Rate Schedule (ELRS) for any JC331, LG1 present and future shall be as follows:

| ELRS Base | ELRS 52 Weeks | ELRS 52 Weeks | ELRS *182 Weeks |
|----------------------|------------------------------|------------------------------|--------------------------------|
| \$8.50 | \$10.50 | \$12.50 | |

- a. * once a new employee hired at the ELRS wage rate has worked 182 wks they shall move into the schedule of wage rate for JC 331 and progress normally until the top of JC 331 rate of pay is obtained.
2. The Union and Company agree that JC 331 operators shall, under the direction of a Lead Operator, perform all aspects of Electrical/ Mechanical assembly of all Products produced at this Electronic Equipment Plant . JC 331 operators may work from many forms of directions including Schematics, hand drawings, verbal, or any means of that can convey the nature of the work to be performed, under the direction of a Lead operator.
- a. During certification and re-certification training the Company will provide classroom instruction for Schematic reading, to/from drawings, proper hardware assembly, mechanical assembly drawings, Calipers, and new assembly methods as they evolve.
3. All provisions of the previous ELRS Letter of Agreement dated March 27, 2004 shall remain in force except as Amended by this Agreement.

**LETTER OF AGREEMENT
Entry Level Rate Structure**

**AMENDMENT
June 2, 2007**

1. Rockwell Collins and IUE-CWA Local 86787 have agreed to reinstate the wage schedule for 331 operators in accordance with the 2003-2008 Collective Bargaining Agreement. Employees will be placed in the wage rate schedule at the appropriate point based on their weeks of service.
2. All other provisions of the previous ELRS agreements dated March 27, 2004 and November 27, 2006 shall remain in force except as amended by this agreement.

CORE GROUP

| Job Code | Labor Grade | Core Positions |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------------------|
| 388-Electro/Mechanical Spec | 7 | 15 |
| 309-Senior Electrical Assembly | 9 | 2 |
| 369-Sr Mechanical Assembler | 9 | 2 |
| 385-Electro/Mechanical Op | 5 | 6 |
| 377-Lead Inspector | 8 | 2 |
| 306-Facilities & Maintenance IV | 3 | 1 |
| 357-Lead Assembly Inspector | 7 | 4 |
| 365-Electrical/Mech Inspector | 6 | 2 |
| 367-Facilities & Maintenance I | 10 | 2 |
| 368-Facilities & Maintenance II | 9 | 10 |
| 370-Sr Electrical/Mech Lead Inspector | 9 | 2 |
| Note: Per the ELRS LOA dated 3/27/04, Inspectors and F&M positions were based from the BU headcount when new employees were hired into the ELRS on 1/9/04 | | |

**LETTER OF AGREEMENT
Test Technician Rate Structure
May 3, 2008**

The Company and the Union mutually agree to upgrade job code 358 Test Technician (LG 8) to LG 9. Senior Labor Grade 8 with more than 1 year will start at the middle of the Labor

Grade 9 range then progress within 12 months to the top of the Labor Grade 9.

Labor Grade 8 with less than 1 year will start at the bottom of the Labor Grade 9 and will progress within 18 months to the top of Labor Grade 9.

New technicians who passed the demo will start at the bottom of Labor Grade 9 and within 18 months will progress to the top of Labor Grade 9.

**LETTER OF AGREEMENT
Maintenance Employees Continuing Education
May 3, 2008**

The Company, will pay Maintenance employees straight time wages and educational expenses for annual certifications and/or continuing education requirements to maintain licenses. It is the stand of the Company to hold this training on-site when available and within reasonable cost. The applicable training will be determined jointly by the Company and the Union.

**LETTER OF AGREEMENT
Job Code: 315 Coil Winder
May 3, 2008**

The Company and the Union mutually agree to combine duties of job code 315 Coil Winder (LG 5) into job code 385 Electro Mechanical Operator (LG 5). Employees qualified for a job combined with or into a new or existing job code shall be qualified for the new or combined job. The Company and Union agree that the 315 will perform the job duties of a 385 when not performing coil winding duties. It is agreed that the 315 will be combined into the 385 job duties as soon as can be accomplished without creating a seniority issue. In order to combine the 315 with the 385 without creating a seniority issue the following process will be used to accomplish combining the two jobs. When a 385 job vacancy exist any 315 coil winders will automatically be placed on the posting. If the 315 Coil Winder has

seniority they will be automatically moved to the 385 job classification.

LETTER OF UNDERSTANDING
2008 Negotiations
Pension Amendments

Put in place a permanent 3% increase on the pre 92 benefit after the retirement window option expires.

End CSSIP for new hires. Give every employee who does not elect the retirement window program the option to receive net present value of their existing CSSIP

- This will be a one-time option lasting no more than 90 days. Payment will be made in January 2009
- The amount may be placed into their 401K but it is not eligible for Company match
- Employees at least age 55 and 10 years of service who do not elect retirement will receive the 10 weeks' pay, if they so choose.

Change the 401(k) plan to 50% company match on 6% of base salary and overtime.

Implement auto sign-up at 1%, with automated increases annually.

Extend the Fidelity Financial Engines program to bargaining unit employees.

APPENDIX "D"
LETTERS OF INTENT

LETTER OF INTENT
Article XVI, Section 2
Equitable Distribution of Overtime

The Company assures equitable distribution of overtime as practicable among those employees by classification, shift, and sections/groups who regularly perform the work. The exception to such distribution occurs when an employee/employees must continue in their assignment to assure effective completion of effort. The parties will work together to review such exceptions to assure that they are not abused.

LETTER OF INTENT
OUTSOURCING DISCUSSIONS
April 29, 2003

Our existing Letter of Understanding states the Company will "meet with the Union" when considering outsourcing work from "in-house", because of "competitive issues," in order to "explore viable alternatives to outsourcing." That LOU further states "no work currently being performed in-house by bargaining unit employees will be outsourced unless the Company and Union have met, and the Union is given every opportunity to have input into the decision."

The parties agree that the intent of this language was not to interfere with management's right to assign work amongst its many plant locations; management routinely adjusts the flow of work at and amongst its sites to optimize production, employment and, ultimately, customer satisfaction.

However, in cases where the Company may desire to move an operation or a product line from one of our union plants to one of our non-union sites *and* the factor driving that decision is higher costs in the represented plant, the Company will meet with the union first to determine if labor concessions could change that decision.

Letter of Understanding (2013 Negotiations)

Deductions of: (1) Dues, (2) Medical/Dental/Vision Premiums, (3) Charitable Contributions: (4) Savings Plan Loan Repayments; (5) Child Care Payments.

Starting as soon as possible in or after June 2013, the COMPANY will begin deducting the above five items from bargaining unit employees' pay on a weekly basis, at all three covered sites. When the COMPANY moves to paying employees every two weeks (likely in 2016), these deductions will then switch to every two weeks also.

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